G. R. S. IX-5]

Previous references.

5-20 (22&26)
Do (16)
Do (17&18)
Do (23&24)
Do (1,4,5,6(a),9,10,
Later references. 12,13,14)
97-18(1-7)
37-490/EAC 419-19-4 dt 14.7.20.
420-473/EAC 419-20-6 dt 6.9.20

File No. 6 of 1920

Serial Nos. 25-27 632

1929-21

(P & S)

pls 90-22 (1-2
" 30-22 also 45 etc
45. 58-25 also 4
pls. 45-28 (1-3)
" 82-30 (1-5,7,8,57 & 52
pls 73-45 (1-12
also 45 (1-12

GENERAL AND REVENUE SECRETARIAT

Serial Nos

Part B for December 1920

SUBJECT

Striking of work by certain Compositors in the Central Press.

S1, 31) Press Communique Dated 4th December 1920
---------- No. G 11046 Dated 4th Decr'1920

States that the strikers who are desirous of re-employment may be taken back subject to certain - - conditions.

S1, 32) No. G. 11047-8 Dated 4th December 1920

To The Superintendent, Govt. Printing
" Comptroller to Government
Press Table.

WD 2283—GPB—20,000—14-6-20

1920-21

GENERAL AND REVENUE SECRETARIAT.

(P&S)

NOTES.

File No. 6·20

FILE HEADING.

Striking of work by Certain Compositors of the Central Govt Press

No.	Dated		Received
	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

G. R. S. III-2]

General and Revenue Secretariat.

File No. 6 — of 1917 A

Serial No.

The petition seems to be quite outrageous. The men have been given double their proper rate, they say if they will not submit to discipline & turn out an adequate amount of work. I do not think the working of the Press cannot get on. Strong action appears to me necessary.

The so-called association cannot be recognised & complaints & petitions sent through it can only be put into the waste paper basket.

The Supdt may be instructed to dismiss all the men concerned with this petition.

I.O. Member

G. R. S. III-2]

General and Revenue Secretariat.

Pts File No. 6 of 191

Serial No.

any subject with is now
laid upon subscribed
Para 3 Proposals must be
decided upon -
Para 4 no less than one
formed with which
can be reported speedily
Then the main
points in Tamil &
misrepresentation
the whole lot of them the
Secretary a pet must
clear out & send to
Divisional - Together
the claim to consideration
of our Head
Suppose All the
Vacancies remain

reduced.
must be taken
to defy his authority

Submitted to His Highness.

***

I beg to submit for the gracious perusal of His Highness the papers relating to the action taken under the orders of the First Member of Council on a petition forwarded by the Superintendent, Government Printing, whic purported to be presented by certain employees of the Government Press, Bangalore, intimating their intention of striking work from the 6th instant unless certain grievanc alleged by them were redressed. It will be seen from the last paragraph of the letter to the Superintendent that adequate steps will be taken to guard the Press buildings against any mischief by disaffected men.

7 Nov 1920

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Action taken on a petition by certain employees of Government Press, Bangalore, intimating their intention o striking work from the 6th October 1920.

Order.

KRW

8/10/20

A. R. BANERJI, ESQ., C.I.E., I.C.S.,
MEMBER OF COUNCIL.

MEMORANDUM. No.....

Dated 11th October 1920.

.....Secretariat.

It is urgently necessary to issue a Press Communique regarding the Press strike, giving a history of the first strike copy of the Government order and the circumstances which led to the dismissal of the strikers in the 2nd strike. Or else, there will be a lot of misrepresentation. This may be put up at once before I go to-morrow.

I shall be at Mysore to-morrow evening.

11.10

G. R. S. III-2]

General and Revenue Secretariat. | ~~DS~~ File No. 6 of 1920

Serial No.

Karnataka "R"
Tamil "Q"
Punjab "V"

Clean copy of the Draft Communique as revised by my Secy is submitted. Typed extracts from newspapers in this connection is also submd. Karnataka suggests an inquiry into the matter by a board of Arbitrators. Truth thinks that the strike is the result of the factions and unsympathetic bearing of the Supdt. towards his men. The Communique dealt with. The Communique does not seem to require any alteration.

MK
17.10.20

Chief Secy)

Draft further added to and revised by a perusal of the Supdt. may be submitted for approval.

MK
17/10

Chief Secy)

General and Revenue Secretariat. | P & S File No. 6a of 1920.

Serial No.	
	A draft communique is placed for approval 3rd member Dewan CBJ 17/10/20 Appd MW 18/10 This should be communicated by wire earliest from here. WRS 19.10.20 Issue CBJ 19/10
25	Press Communique - by 19.10.1920 - Issued Gives a history of the 1st Strike & the circumstance, that led to the dismissal of the Strikers in the 2nd Strike
27	From ~~the Press Strikers~~ Mr V. Ramanya Secretary of the Bangalore Compositors, Bm & Printers' Association dt 22.10.1920. Forwards replies - point by point - to the several statements made

G. R. S. III-2]

General and Revenue Secretariat.

P & S File No. 6 of 1920.

Serial No.	
28	From the Supdt. Govt. Pr..., No. 500 dy 25.10.1920. Reports the action taken by him in the matter of arranging for the Conduct of Printing work during the Strike and Submits for approval certain proposals for ~~fut~~ Coping with future work &c — Submitted VS There are two papers running 3.11.20 Consideration in this file The one is the reply of the Compositors association & the Press communique issued recently by the Govt & the other is the proposal of the Supdt: to cope with the work in the Govt. Pres in view of the dismissal of the Strikers As regards the reply & the Communique it is a matter for consideration, whether the Supdt's remarks may not be obje[cted] on the allegations made therein It is also for orders consideration whether it is necessary at all to take any action as suggested in para 3 of the Concluding portion of the association's reply viz, appointment of an independent Commee to go into the whole

Serial No.

Situation Carefully and Submit an impartial report to the Govt.

The second paper under disposal contains the Supdt's proposals for work in future in the Govt. Press In the first place, the Supdt is prepared to entertain repentant Strikers provided they are not the ringleaders But the difficulty arises as to who should adjudicate, who is a ringleader & who is not. If the Supdt's decision in this matter is to be final, it would be precisely what the Strikers have been complaining against In their reply they have said that the good intentions of the previous Govt. order after the first Strike were not fully given effect to and they were treated unsympathetically Secondly the Supdt has proposed that 50 literate subordinates employed in some of the Head Quarters offices in Bangalore drawing a salary of less than Rs 20/- may be selected and posted to the Press for employment and also training After training it is proposed to give them Rs 25/- Here again the difficulty will arise, as I have many would be prepared to accept a change in their conditions and terms of employment. ~~For the ordinary appointments they come under~~ For work in the Press is under the Piece work system unlike work in the permanent Establishment Besides it is

G. R. S. III-2]

General and Revenue Secretariat.

File No. 6 of 1920

Serial No.

doubtful if there are really many hands - clerical - drawing less than Rs 20/- in the Hd. Quarter offices in Bangalore If necessary the heads of the Secretariat offices mentioned may be consulted There is no question that the Govt. is now facing a serious situation, and the most important thing to be considered is, how to meet the situation should this attempt to import officials from Hd Quarter offices fail. We are already paying heavy supervision charges without sufficient work and we are paying heavily to private presses for work done It is a matter for orders whether an attempt may not be made to get trained men from outside though the Govt. may have to pay higher wages. Subd. for orders

(Chief Secy)

MK
4.11.20

Serial No.

be tried, though I am not very sanguine of the result.

In addition candidates for training may be invited by advertisement & other means & the Supt may be authorised to employ about 50 such men on a remuneration of about 15R or so pr 6 months for training. An early attempt may be made so that the men might be put to useful work by the time the Canons & other work comes on.

As regards the men on strike there is no doubt that the majority are merely led in the hands of a few leaders.

They may be taken back in due course when they have seen the folly of their action.

As regards the ring leaders the Supt. Known best who these are subject to the orders of Govt in any case he should have the discretion of refusing re-employment to such men

G. R. S. III-2]

General and Revenue Secretariat. File No. 6 of 1920

Serial No.

Para 1 to report
I would suggest a Committee
enquiry into the grievances
of any Cudchuni in the
taluk returning to work
at once. The Committee may
be presided over by
the Dwecha D and C
& consist of the ~~following~~ 5
of the members - R C C
may suggest names

Yes
10/1

Rec'd at the Dewan.

The matter may perhaps be
considered on the Dewan's return
to Bangalore

"From" No 102
4-11-20.

PRIVATE SECRETARY MYSORE

The Palace, Mysore,
3rd November 1920.

Do No 118
See Con.

Rec'd 3.11.20
Ch. L.
Please put up a note
& submit with memo
for disposal under
my sign
early

My dear Sir,

In sending the accompanying petition from the employees of the Government Press at Bangalore, I write to say that His Highness would like to have a report on the whole matter together with the papers connected with the case.

Kindly
Please
submit
a note
stating
the reasons
very early.
4/11

Please obtain the opinion
file
Copy Asst & supt. for
remarks.
4/11

Yours sincerely,

Rajasevadhurina

Sirdar M. Kantharaj Urs, C.S.I.,
Dewan of Mysore,

F. R. S. 11]

GENERAL AND REVENUE SECRETARIAT.

(P&S)

NOTES.

File No. 6/20

FILE HEADING.

Striking of work by certain Compositors of the Govt Central Press Bangalore.

FROM. The Employees of the Govt press

Letter Dated 3/nov/20 Received 5/nov/20

Diary No. 9876 Enclos. 2 Spare Copies. Serial No. 29

BRIEF ABSTRACT OF LETTER.

Forwards copy of the Memorial Submitted to His Highness and prays that justice may be done to the discussed employees of the Govt press

NOTES AND ORDERS.

Submitted for orders pursuant orders.
9/nb
6-11-20

(Chief Secy)

DK
6/11/20

The petn dtd 5-11-20 has been rec in the Secrt in a note & has been passed on to the Branch - Please put up with the papers and

G. R. S. III-2]

General and Revenue Secretariat.

PDS File No. 6 of 1920

Serial No. 29 30

Letter dy. 17-11-20 from the Supdt Gift Bureau requesting permission to re-employ some of the men who are [illegible] re-employment.

I think the Supdt may be informed that such men may be taken back to work, pending any general orders that may be passed.

Member / Dewan

17/11

I think the whole question requires discussion - Can this be done at the next meeting

17.11

Dewan

No Objection

18.11.20

Make enquiries

Note on the Memorial submitted to His Highness the Maharāja by the employees of the Mysore Government Press, Bangalore, now on strike.

PART I. NARRATIVE.

In the latter part of June 1920, the - - - strike fever had infected several press establishments both private and public in Madras, Bombay and Calcutta. News of these strikes had a contageous effect on the local employees as well. At the commencement of July the piece work establishment made several representations to the Superintendent and on the 3rd idem a written petition was presented to him. The prayers of the staff were:--

(1) for increased pay

(2) for being placed on the permanent - - establishment or wages on hour account instead of piece work wages or line account, and

(3) for certain other minor concessions including the abolition of Section Holders.

On the 5th of July the Superintendent had a long conference with the workers and promised to grant them all the concessions - - within his power and to recommend to Government the prayer for extra wages and for - - - - transfer to permanent establishment or payment on hour accout. The latter reservation, - - - however did not satisfy them and they wanted the Superintendent to commit himself to granting the last two concessions also. As he - - - could not obviously do it, about 130 employees,

mainly compositors struck work on the 6th - - - idem. The Superintendent formally notified on the next day that those who struck work were dismissed.

The representations of the employees were neverthless considered by Government and the First Member of Council examined their case at the Press itself on the 20th July Government Order No.G.1776-7- P & S 6-20-9 dated 23rd July 1920 was issued as the result of the above investigation. In this order all the employees except beginners were granted wages on "hour account" as prayed for by them, casual leave on full pay for 5 days every year was promised to them, and the deduction of pie' money was - - abolished In the result all compositors - - - except beginners were vouchsafed ~~ex~~ emoluments aggregating Rs.48, Rs.40 or Rs.31 a month - - - according to their efficiency and length of service. Liberal as these concessions were, the strikers remained unsatisfied. But the firm attitude of Government in rejecting subsequent memorials over the head of the Superintendent and the wider publicity given to the G.O. in the shape of a Memorandum on the 2nd August 1920 facilitated the return of all the - - - - employees to work on the 3rd August.

Subsequently the strikers and other - - - - employees of the Press joined other compositors in the city and formed an Association called "the Bangalore Compositors, Binders and - - - - Printers Association" with Mr. K.Narayanasami Iyer, Editor of the Truth as President. This Association would not have been an objectionable one if it had confined itself merely with the technique of printing, and desisted from dis-

discussing conditions of Government service. To regulate the association of Government employees to discuss service conditions, Government had in their Order No.137-190-E.A.G.419-19-4 dated the 14th July 1920 issued certain rules which prohibited the inclusion of persons not in the Government Service among such - - - associations. The Association in question, however, began sending a series of petitions regarding the terms of employment in the Government Press and obviously its status for such a purpose could not be recognized by Government. When the Superintendent came to know officially of the fact that Mr. V.Ramiah, one of the compositors was the Secretary of that Association, he called upon him to resign that post. He advised the employees to form an Association exclusively for themselves, somewhat on the - - lines of the Works Committee recommended by the Government of India.

The men did not agree and on the 5th of October a petition signed by 188 employees of the Press and addressed to the Chief Secretary to Government was handed to the Superintendent which stated that the signatories would stay away from work from the 6th October unless and until the following grievances of theirs were duly redressed.

Our grievances.

(1) The promises and hopes held out in the Government Memorandum have not been fulfilled.

(2) The Superintendent has been actively working for the destruction of the Association which the Members of our professions (both in Government employ and in private presses) have formed for our material improvement. The

latest instance is the order of Superintendent asking V.Ramiah to resign his Secretaryship of the Association.

(3) The Superintendent has been giving us endless trouble by asking us for progress report, the preparation of which is the work of Section Holders to write and not of ours; by dismissing a number of Compositors and by sending for many of us and lecturing to us in and out of season.

(4) No endorsement has been sent to the Association on the resolutions passed at its meetings and duly submitted to Government and no notice has been taken on complaints received by the Association and forwarded to - - Government.

Redress wanted.

(1) The Memorandum should be given effect to fully.

(2) The Superintendent should not interfere with the Association and the requests made by the Association in its resolutions should be acceded to

(3) The Press should be placed under a more sympathetic and less annoying officer than the present Superintendent."

A threat of this kind from the Press - - employees could not possibly be tolerated by Government. Further one of the so called redresses claimed was the removal of the present Superintendent. The conduct of the petitioner could not therefore be lightly passed over. The Government accordingly ordered the same day the dismissal of all the signatories to the petition and observed in regard to the - -

alleged grievances that the allegation that the Memorandum of the 2nd August had not been given effect to was absolutely false, that the Superintendent was justified in preventing any interference with his powers of supervision and discipline and the formation of any combination among the men to defy his authority and that it was essential that progress reports should be insisted upon and an adequate amount of work taken from the employees The Government - - - further observed that they could not recognise any Association formed with outside influence, especially when the object of the Association appeared to be the intimidation and misrepresentation. In pursuance of this order, the Superintendent notified the dismissal of the signatories to the petition who had threatened to go on strike the next day.

In all, there are about 348 piece work employees in the Press. Of these 188 had - - - signed the petition and were treated as dismissed. Of the remaining 60 also, 56 stayed away from work on the 6th October and only fou turned up for work.

Up-to-date the men as a body have not - - shown any inclination to see the impossible nature of their position nor have they - - - - approached the Superintendent or the Government with a request for forgiveness. They have all along been concentrating attention on enlisting public ~~xxxxxx~~ sympathy by misrepresentations in the newspapers and submitting false statements concerning their attitude. It has also come to notice that they attempted to induce the employees in certain private presses where the Government work had been diverted, to go on

a sympathetic strike and that they repeatedly sent to Mysore to tamper with the discipline in the Branch Press there. There is no doubt that the men expected that the work in the busy Darbar Season would get thoroughly dislocated by their action and that they wanted it to be so. Now that the busy season in the Press is over, there are indications that the men are realising their folly. In a recent issue of the "Truth" which is practically - - - their official organ a plea for forgiveness is hinted at for the first time. Also from a report received from the Superintendent - - - yesterday, it is seen that some of the - - - - employees who fell a prey to the machinations of the ring leaders are approaching the - - - Superintendent with a view to employment. - - - There is reason to believe that firmness by Government for a few more days will bring about the early termination of the strike and will make the dismissed men appeal for - - - - clemency.

P A R T II

Remarks on the Memorial.

Having dealt with the main events connected with the two strikes in their chronological order, it will be helpful to deal now with the several statements in the present memorial which need qualification or contradiction.

1. The Memorial makes out that the - - - situation in the Press is due to the unsympathetic and harsh administration of the present Superintendent, Mr. D.B.Ramachandra Mudaliar. The above resume of facts clearly

shows that this is by no means true. Further Mr. Ramachandra Mudaliar has been in charge of the Press for the past 4 years and he was "second in command" there for a long time. During all this period there has not been any complaint of this kind against him. On the contrary he has all along been known to be a tactful and sympathetic officer. The following paragraphs will show also how the strikers have wrongly imputed to the Superintendent the - - authorship of certain orders pertaining to their conduct, while they were orders passed by Government who had no other option under th circumstances. This mistaken view of the - - - degree of responsibility of the Superintendent for the alleged harshness has probably led them to the complaint against him. In any case, no data exist for accepting this theory as regards the strike.

3. There is no basis for the assertion in Para 6 of the Memorial that valuable Press materials have disappeared. A vague allegation of this kind is not worth notice.

3. The same remark applies in regard to the lleged "Revolutionary changes in the methods f work." None such has been introduced beyond ertain transfers of staff from one section to nother, which is an ordinary incident of - - - anagement of a large establishment.

4. The assertion that wages remained much they were is absolutely false. In G.Os. G.1988-9-P & S. 97-18-5 dated 26th July 1919 d G.10709-10 P & S. 97-18-7 dated 2nd Novem- r 1919, Government had on the representation d at the repeated requests of the present perintendent Mr. Ramachandra Mudaliar increased ges for piece workers by 25 per cent till the

end of December 1920. In addition the Press employees have been admitted to the benefits of the grain compensation and war allowances that were being given till July last and to the consolidated high prices allowance that is since being given in lieu thereof. A statement of pay actually drawn in 1918, 1919 and 1920 by six of the signatories to the Memorial selected at random is appended. It shows increases of emoluments ranging from 38% to 114%. Mr. V.Ramiah, the Secretary of the Association has himself benefitted largely from the increases The false nature of the allegations is certainly clear from this.

5. The Memorial makes out that certain men were dismissed on the 6th July 1920 on account of a petition presented by them on the 3rd idem. This is false. The dismissal was due not to the petition of the 3rd July but to the men having stopped away from work without leave from the 6th instant, which under standing orders involves forfeiture of appointment.

6. The First Member of Council did not, as alleged in Para 7 of the Memorial, order the unconditional restoration of the men. The Member's order will be found on page 7 of the recorded collection relating to the first strike.

7. The apology slips referred to in para 8 were also not the creation of the Superintendent by any means. They were apparently prepared by the Superintendent in pursuance of the Member's orders to facilitate re-entry of the men to the Press. Subsequently, however written individual apologies were not insisted upon. Later events have

shown only too clearly the need for this safeguard originally ordered by the Member.

8. The advertisement for new hands complained of in Para 10 was also inevitable as the work in the Press could not be kept in suspense in favour of the strikers indefinitely It remains to be noted that Government did not seriously pursue the policy of recruiting new men to keep out the strikers.

9. The action of the Superintendent in regard to Mr. V.Ramiah and of the Association was the only one possible to him in the circumstances.

10. The so called vexatious orders complained of by the strikers in para 14 may be dealt with at some length.

(a) <u>The dismissal of some compositors for no fault of their own</u>.--In pursuance of the Memorandum of 28th August pie boys who were till then paid from the pie money had to be sent away. The Superintendent instead of dispensing with them gave them a trial as - - extra ~~ex~~ compositors. Subsequent experience, however, showed that they were not of much use. They had therefore to be dispensed with. A copy of the order dated 24th September 1920 passed by the Superintendent in this respect is appended. It is seen from it that some other compositors were also sent away as they "did not know how to set up even solid body matter" They were all of them raw recruits, who did not know their work.

The Superintendent reports also that these men were sent away as much at the request of the other compositors as from the interests of the Press itself and on the oral complaint of the better compositors that the men sent

away were useless and that their presence - - - doubled work for themselves as all that work had to be re-done by them.

(b) Degrading some and promoting other compositors.--On the 1st July 1920, compositors had been classed into several grades and the same classificaton was utilised pursuant to the Memorandum of the 2nd August for some time. There were certain complaints from the compositors that the then classification of compositors was not fair in some cases. Therefore at the request of most of the compositors the Superintendent made certain transfers on the 9th September 1920. A copy of the order is enclosed. Such readjustments as a result of experience are inevitable in a large establishment.

(c) Requiring submission of progress reports.--The complaint of the Memorialists in this respect is that while previously the Section Holders maintained the accounts of work done by each compositor and furnished ~~to~~ progress reports to the Account Branch, now they are being required to keep these progress reports themselves, thus diminishing the time available for their legitimate composing work Such a complaint would be tenable if this change of practice were forced upon them. As a matter of fact, however, it is grievance of their own creation, for this was necessitated by the Superintendent complying with their request to abolish Section Holders. A copy of the order passed by the Superintendent on the 23rd August 1920 transferring the Section Holders from their charges in accordance with the request of the compositors is appended. Once Section Holders were transferred on the promise of the men to look after their work

also by mutual arrangement, they cannot again be permitted to complain that they had to do the work. Further till August 1920, the men had an interest in keeping records of work for their wages depended upon the quantity of work turned out by them. They were paid on the "line account" system which means payment at so much per standard line or page. Since August, they are paid by the hour. They are therefore not interested in maintaining records of work. The interests of Government however require that minimum standards of work should be turned out It is natural that the compositors should grumble to keep incriminating statistics. The only alternative to their agreeing to keeping keep such records is to reimpose section - - holders on them.

11. The allegation that the Memorandum of 2nd August had not been given effect to is totally false.

12. The Memorial referred to in Para 17 of their present Memorial not merely said that the Superintendent was an unsympathetic - - - officer but asked for his being replaced by another. No set of subordinates can be permitted to choose their own superior or dictate terms to their employers as to the - - - superior personnel. Such an attitude is wholly intolerable and the dismissal of the signatories was an inevitable result. The dismissal complained of in para 18 was not ordered by the Superintendent on his int inxx initiative but was notified by him in obedience to the orders of Government.

The claim made in para 21 is untenable and false. There is definite evidence of the men

having tried to tamper with the employees of private presses where urgent Government work was diverted and also with the employees in Branch Press, Mysore.

Names.	July 1918. 1	July 1919 2	January 1920 3	August 1920 4	Percentage Increase of 4 over 1
1, V. Ramiah	31- 7- 5	30- 2-11	30- 4- 2 10- 0- 0	46 -9- 6 10- 0- 0	80%
2. B. Hanumiah	32- 6- 5	36-14- 8	27-10- 2 10- 0- 0	34-15- 3 10- 0- 0	38%
3. B.C.Siddappa	23- 8-10	33- 8-11	32- 0- 0 10- 0- 0	36- 5- 3 10- 0- 0	100%
4. M.'Srikantappa	31-13-3	40- 4- 2	29-15- 8 10- 0- 0	35-13- 0 10- 0- 0	44%
5.H.Ganggdarappa	24- 9-10	31-10- 8	32-15- 6 10- 0- 0	36-12- 6 10- 0- 0	92%
6.B.S.Narasappa	~~Absent~~ Retired, service then	16-11- 4	17-13- 9 80- 0- 0	26- 8- 0 10- 0- 0	114%

Superintendent,

Government Printing.

I beg to report that some of the boys in the piecework branch of the composing department do not know how to set up even solid body - matter. The work they do has to be done again before it can be made up. This involves considerable delay and cost. They are more ~~hindrance~~ a hindrance to work than help.

Itd. B. S.
24-9-20.

Let me have their names.

Itd. D.B.R.

Submitted.

The following names are suggested as the first list:-

1. Andanappa — Joined service on 1-7-20
2. B.V. Puttanarasimhaiya — do —
3. B. Narasinga Rao — do —
4. T.C. Puttaiya (one of our pi boys)
5. Prabhakara (" ")
6. Chikmuniappa (" ")
7. Mahomed Isac — Joined service on 1-9-
8. V.S. Ponnarangam — ~~do~~ Joined service on 1-7-20
9. B.D. Munisamappa (A man from the Stamp Office) — Joined service on 1-8-
10. S. Munimallappa — do

Itd. B. S.

Let them be removed from the branch.

Itd. D.B.R.

B.C.G.

Please intimate to these men that they need not come to w to-morrow. Take charge of their sticks and matter.

Itd. B. S.

Copy
16-11-20

List of men whose services were dispensed with.

= = =:!!!!!!!!:===

1) Andanappah	...	Joined	Service on	1st July 1920.
2) B.V.Putnarasimhaiya		do	do	1st July 1920.
3) B.Narasinga Rao		do	do	1st July 1920.
4) V.S.Ponnuranga		do	do	1st July 1920.
5) S.Munimallappah		do	do	1st Augt 1920.
6) B.Munisamappa		do	do	1st Augt 1920.
7) Mahomed Issak		do	do	1st Sept 1920.
8) T. C. Puttaiy		Pi Boys		
9) Prabhakara				

Superintendent,
Government Printing.

Government Press,
18th November 1920.

In modification of order No.104 dated 1st July 1920, the following modifications are ordered with effect from 1st Septem 1920:-

	Name.	From	To	
1.	B. Rangappa	Second	First	
2.	B. Nanjunda	Second	Third	
3.	Venkatasami Reddi	Second	Third	
4.	Giddappa	Second	First	(To work in Eng. Branch)
5.	C. Ramaiah	Second	First	
	Veerappa	Second	First	
	Gulab Singh	Second	First	
8.	T. Munisami	Fourth	Third	
9.	G. Govindaraju	Fourth	Third	
10.	R. Francis	First	Second	
11.	R.H. Arunachala Rao	First	Second	
12.	B.C. Nandiswar	Second	Third	
13.	V. Puttaiya	Second	Third	
14.	B. Byrasetty	Second	Third	
15.	P. Damodaram	Fourth	Third	

Superintendent,

Government Printing.

9th Sept: 1920.

Appendix IV

Order No.118.

The following transfers of Section Holders and others are ordered from to-morrow:-

M. Rangasami D.K. Munisami	To Proof Branch.
B.C.Gopal Rao	To Piecework Branch.
S, Govinda Rao	To Type-store.
B. Nanjappa	To Back Gate.
M. Venkatesalu	To Proceedings Branch.
A. Maridoss H. Munibasappa	To Standing Room.
Shafi Ali Khan	To Front Gate.

Superintendent,

August 1920. Government Printing.

URGENT LIST -

Further action ~~is~~ in connection with the strike at the Government Press.

~~Opinion of the council.~~

file with W.S.E.A.

A note on the memorial submitted by W.A. and a draft final note are submitted for consideration

[illegible]
[illegible] approved if [illegible]

Final Note by the First Member of Council

Subject:—

Further action in connection with the strike in the Government Press.

The facts relating to the Press strikers are fully set forth in the Secretariat note, which deals also with the qualifications and contradictions necessary in respect of the allegations in the Memorial.

2. We have all along been very considerate towards the employees of the Government Press who have now been twice misled into strikers by certain mischievous and ignorant agencies. In connection with the first strike, I granted interviews to the leaders more than once and visited the Press personally and investigated the entire question of their grievances carefully with the Superintendent and his Assistants, the Chief Secretary also being present. As a result of this, most of the employees till then on "line account" were placed on "hour account" that is, were granted pay according to the number of hours they worked instead of according to the number of standard lines or pages set up by them. This is a very great concession in itself and was granted by this Govt. even though the Government of India have been steadily refusing to grant a similar prayer (Vide Sir Thomas Holland's speech in the Imperial Legislative Council on the 14th September 1920 and Government of India Resolution dated 15th July 1920)

3. In addition we have granted increases of pay ranging from 40 to 120% for an average of 300 working days of 7 hours each.

4. Casual leave on full pay has also been newly granted for 5 days every year.

5. Several minor grievances of the employees have been redressed from time to time as they were brought to light.

6. The present attitude of the employees is therefore totally untenable.

7. The petition of the 5th October called for prompt and exemplary action and necessitated the immediate dismissal of the signatories. But I must add that I did not intend it as final and I was prepared to consider the cases of the vast majority, who are undoubtedly misled into signing the petition, if and when they came up wi an appeal they were so imposed upon. That situation is arising, now that the strike leaders have been frustrated in their object of dislocating Government work in the busy Dasara season.

8. Some petitions received by the Superintendent in this respect have been submitted by him for orders. I am of the opinion that such men as are not ringleaders may be re-admitted to employment on the following conditions:-

(1) That they have resigned membership of the Bangalore Compositors, Binders and Printers Association;

(2) That they will be treated as commencing service anew;

(3) That the question of counting their previous service will depend entirely on their future good conduct.

For the present, I would suggest that a communique stating that applications from some of the men out of emply are being received, that Government do not desire to be undly harsh and that they are prepared to take back individual applicants on the above terms, may be publishe

Further, some of the ringleaders will, in any case, have to be kept out of service. New hands will be requir to re-place them and also to expand the Press so as to take full advantage of the costly equipment we have on hand. The Superintendent may be authorized to employ 2C men on not more than Rs.25 inclusive of allowances for being trained for 6 months and thereafter transferred to piece-work establishment and eventually to the "Hour account" classes.

Lastly, it is necessary to modify existing administr tive arragements in the Press so as to suit present day labour conditions. The old way of sitting tight on the safety-valve will not answer any longer. The ~~claim~~ chain of authority should, no doubt, be preserved intact and unbroken. But it is equally necessary to provide for the articulation of all grievances, real or fancied, to facilitate the prompt removal of misconceptions and to assure the redress of real grievances An organization on the lines of the Works Committee sanctioned by the Government of India for their Government Presses in Resolution dated the 15th July 1920 or the Whiteley Councils in England, should be brought into existence in the Press, and even tually in other large establishments as well.

As this is a new organization, the Superintendent will require special help and guidance in its organization in the early stages The Efficiency Audit Officer may be instructed to afford the necessary help. An ind

cation that action on these lines will be undertaken may also be given in the Communique above suggested.

Submitted to His Highness.

***

I submit herewith a Final Note by the First Member of Council on the subject of the memorial of strikers in the Government Press, for His Highness' gracious approval

23rd Nov. 1920

CONFIDENTIAL.

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Memorial of strikers in the Government Press.

G R S. III-2]

General and Revenue Secretariat.

186 File No. 6 of 19 20

Serial No.	
	Please put up Draft Communique under - CSJ 26/11/20 2 Drafts Subd Chy Secy Bm 26/11/20
4 3/11	In pencil before issue Dewan -) MS 29/11

Vide orders of the Dewan on the next page

Serial No.

Government, however, consider that some organization is necessary in order that a spirit of co-operation may be gradually created among the different kinds of workers and the supervising staff and the conditions under which workers labour may be more generally understood Government therefore pr pose to issue orders for the establishment of a Works Committee in the Government Press on the lines approved by the Government of India in their order dated the 15th July 1920.

Subject to my remarks at the bottom para. in the draft

30.11.20

P.T. I Rambuit as modified above

Move draft recommendation accordingly

My own recommendation that the Committee for Allowances be formed. He will be Chairman of the Committee ex officio

1.12.20

General and Revenue Secretariat.

fit File No. 6 of 19 20

Serial No.	
31	Press Communique of 4/12/20 issued stating that the Strikers who are desirous of re-employment may be taken back subject to certain conditions.
32	G.O.No. G 11047-8 of 4/12/20. From Supdt. Gaya re Compliction Press table same as serial 31

Strictly Confidential

No 640 of Petition

Office of the Superintendent,
Government Printing in Mysore,
Bangalore dated 5th October 1920.

From

D.B.Ramachandra Mudaliar, Esq., M.R.A.S.,
Superintendent,
Government Printing, Bangalore.

To

C.S.Balasundaram Iyer, Esq., B.A.,
Chief Secretary to the Government of Mysore,
Bangalore.

Sir,

I have the honor to forward herewith a petition purporting to be from some of the ~~officials~~ employees of the Press. I have sent for the men, and the signatures accepted by them have been ticked in red pencil. The petition speaks for itself. I submit it for the orders of Government.

I have the honor to be,
Sir,
Your most obedient servant,

D B Ramachandra Mudaliar
Superintendent.

T o

THE CHIEF SECRETARY TO THE GOVERNMENT

of His Highness the Maharaja of Mysore,

B A N G A L O R E.

Through the Superintendent,
Government Printing, BANGALORE.

Respected Sir

We, the Compositors, Binders, Machine and - - Press-men etc. beg to submit that we shall be under the painful necessity of staying away from work from the 6th October 1920 until and unless the following grievances of ours are duly redressed

OUR GRIEVANCES.

(1) The promises and hopes held out in the Government Memorandum-have not been fulfilled.

(2) The Superintendent has been actively working for the destruction of the Association which the Members of our professions (both in Government employ and in private presses) have formed for our material improvement The latest instance is the order of Superintendent asking V. Ramiah to resign his Secretary ship of the Association.

(3) The Superintendent has been giving us endless trouble by asking us for progress report, the preparation of which is the work of Section Holders to write and not of ours by dismissing a number of Compositors and by sending for many of us and lecturing to us in and out of season

(4) No endorsement has been sent to the Association on the resolutions passed at its meetings and duly submitted to Government and no notice has been taken on complaints received by the Association and forwarded to Government.

(1) The Memorandum should be given effect to fully.

(2) The Superintendent should not interfere with the Association and the requests made by the Association in its resolutions should be acceded to.

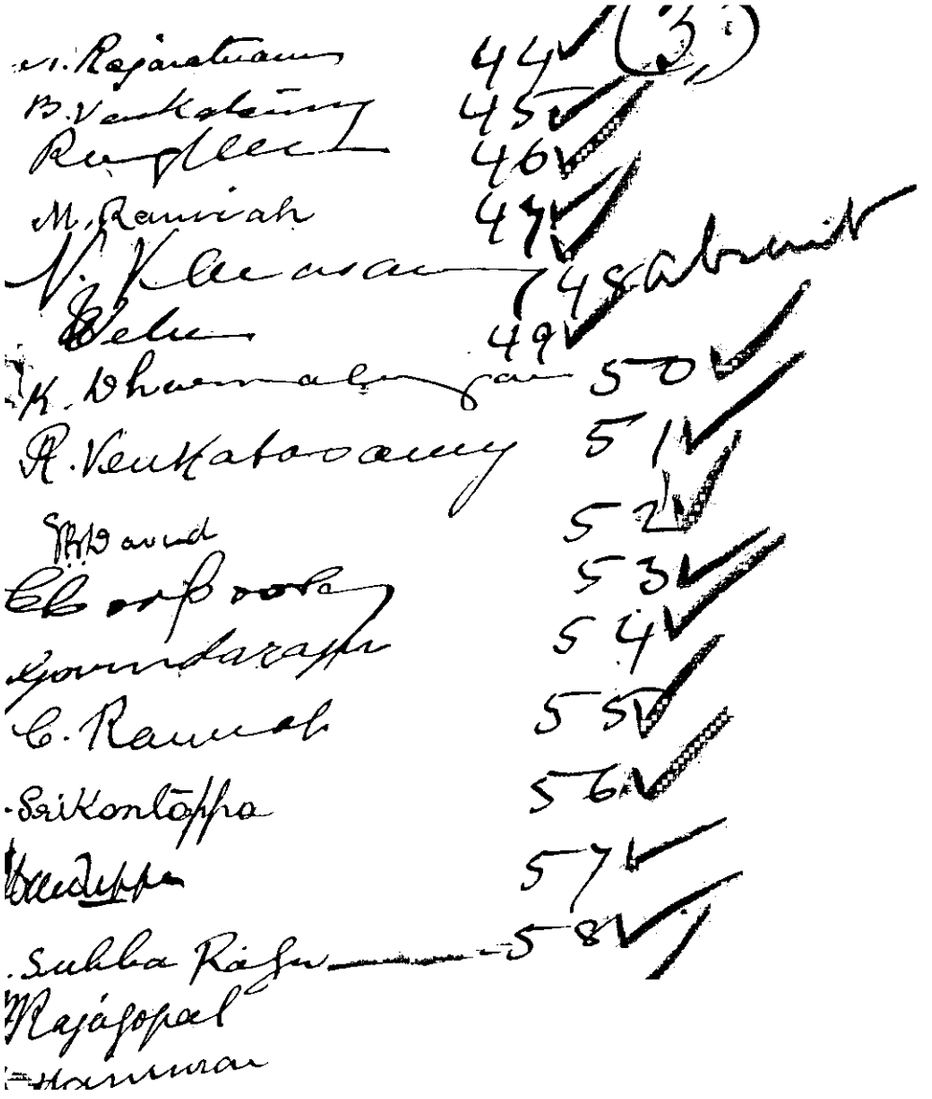
(3) The Press should be placed under a more sympathetic and less annoying Officer than the present Superintendent

We anxiously await the favourable orders of Government and we fervently hope that we shall be spared the pain of staying away from work.

We hereto attach eight sheets of signature numbering 1 to 188 serially to the copy given to the Superintendent

We beg to remain,
RESPECTED SIR,
Your most obedient servants,

V. Armugam 1
P. A. Narayanswamy 2
B. R. Annaiah 3
B. Kadarappa 4
V. Gangadharam 5
B. Siddappa 6
Jayarangabba 7
B. C. Siddappa 8
V. Ramaiya 9
B. Rangabba 10
Viranagimatha 11
A. Narasahanj 12
C. Lakshmiah 13
L. Somanna 14
R. Sivaraj 15
Ram Rao 16
R. Rangappa 17



(4)

1 B.V. Narasimhaiya 60
2 B. J Rangaiah 61
3 D. Devendra 62
4 A.V. Reddy 63

N. Rangaiah 64
N. Rama Rao 65
C. Chanigarayappa 66
C. Srinivasa Raju 67
N. Hparswamy. 68
N. Venkoba Rao 69
B. Byrappa 70
H. Munivenkatappa 71
B. Nimmappa 72
N. Vijayarathy Rao 73
T.D. Kandasamy 74
Abdul Aziz 75
N. yellappa 76
M Narayana Rao 77
Kumaralappa 78
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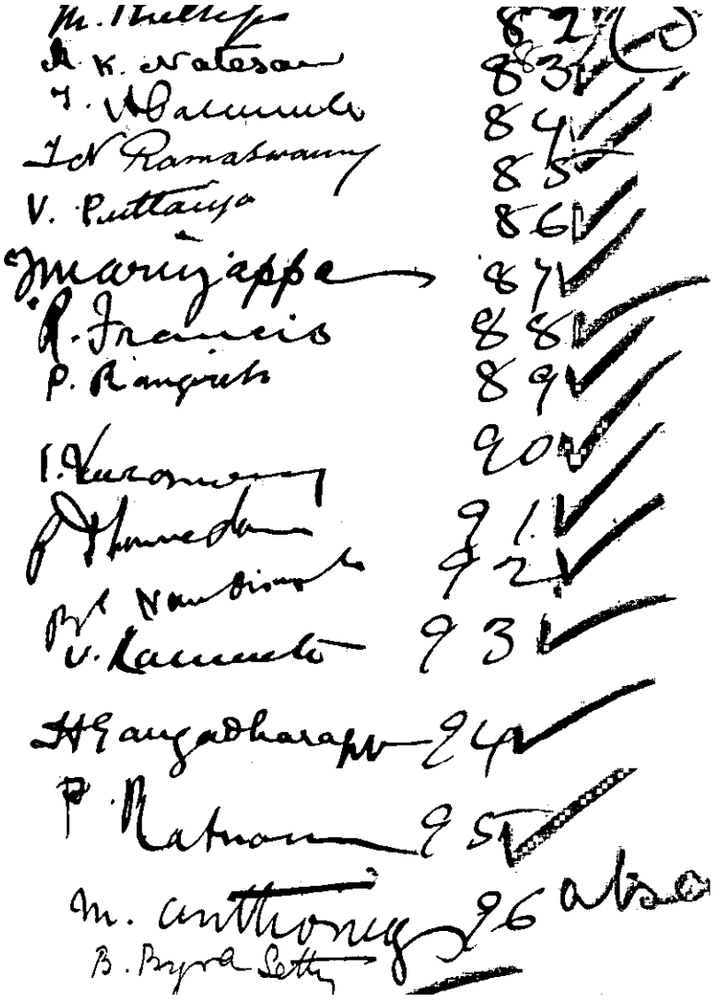


Sri L. R. Datthe 99 ✓

M. Ahmed Ali Khan 100 ✓

H. Thimmappa 101 ✓

P. Velayutham 102 ✓

Appadoray 103 ✓

Hamid 104 ✓

Sri. Venkatappa 105 ✓

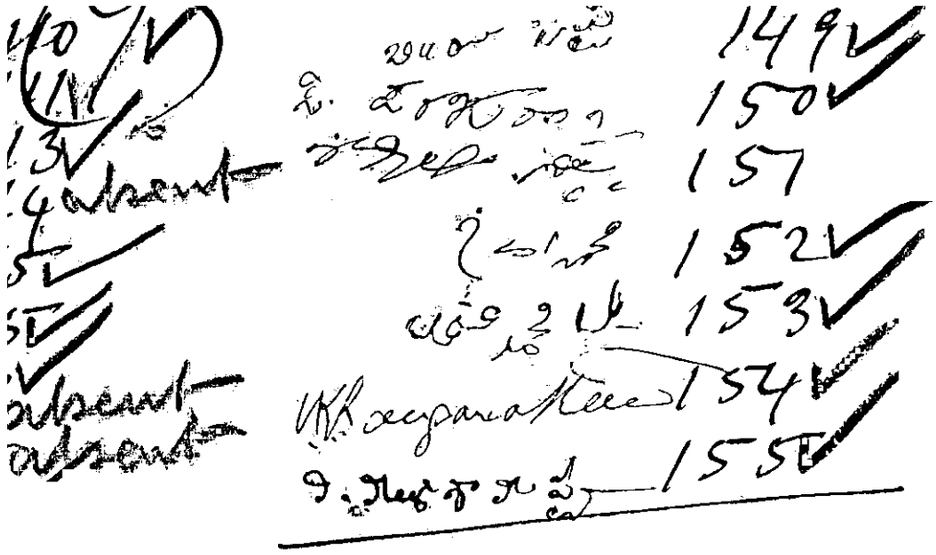
B. Abbajappa ✓

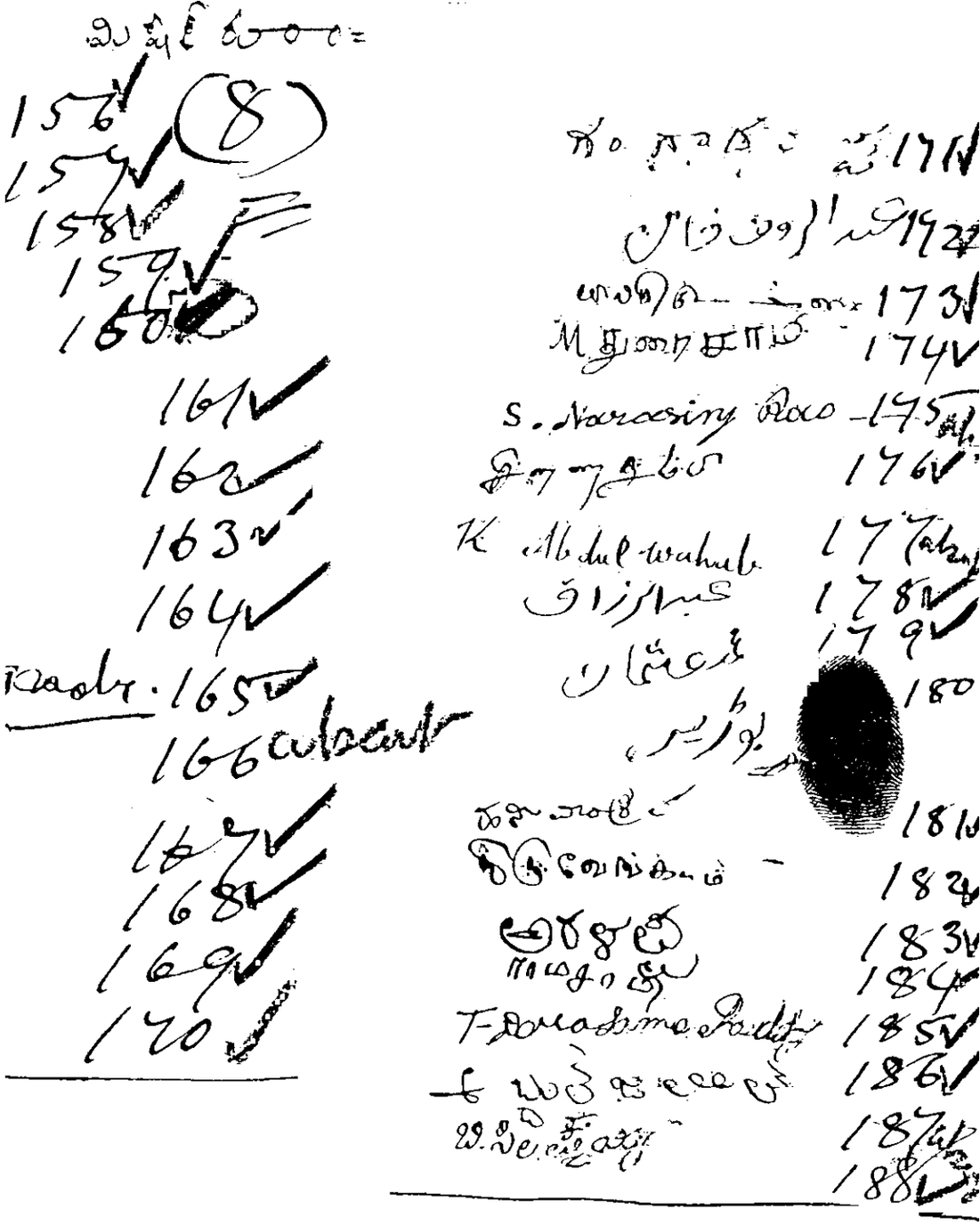
L. Muniswamy 106 absent

B.S. Narasappa 107 ✓

Rajuswamy 108 ✓

A. Papaiya 109 ✓





GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

GENERAL AND REVENUE SECRETARIAT

Strictly Confl:

No. 491/CB

Bangalore, Dated 5th Oct: 1910

From

C. S. BALASUNDARAM IYER, Esq., B. A.,

Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

D. B. Ramachandra Mudaliar, Esq.,

Superintendent, Government Press.

Sir,

With reference to your letter No. 640 of this day, I am directed to say that the petition enclosed with your letter displays ~~some~~ gross insubordination which cannot be tolerated in a Government institution. It appears that the petition is merely a dodge to force the hands of Government and make it appear falsely that the men have yet grievances unredressed. Government observe that the first para of the petition is absolutely false and that as regards the second you are justified in preventing any interference with your powers of supervision and discipline and the formation of any combination amongst the men to defy your authority.

In regard to paragraph 3 of the petition, I am to observe that it is essential that progress reports should be insisted upon and an adequate amount of work taken from the employees.

In regard to paragraph 4, I am to observe that Government cannot recognise any Association such as the one referred to formed with outside influence, specially when the main object of the Association appears to be intimidation and misrepresentation.

In the circumstances, I am to say that all the men who have sent such a petition should be sent away from the Press and considered as dismissed, forfeiting all claim to consideration of any kind.

You should take action to fill up the vacancies permanently

I am also to suggest that necessary action may be taken at in consultation with the Police authorities to guard the Press Buildings against any mischief by these disaffected men.

I have the honour to be,

Sir,

Your most obedient servant,

C&S 5/10

Chief Secretary to Government.

In order to prevent misrepresentations as regards the circumstances which have led to the recent dislocation of work in the Government Press, Bangalore, the following Press Communique giving a brief summary of the facts is issued for public information:

The first strike in the Press took pla 3 months ago on the 6th July 1920 and this strike was begun without any notice. But having regard to the prevailing labour con- ditions throughout the country and the nee for relief, Government called for the prop sals of the Superintendent on a petition submitted by the strikers after they went on strike, and after careful consideration they passed orders revising the system of payment in piece work in the Government Press and (very) substantially increasing the wages of the employees. The revision entailed on Government actually an increase of 37 % over the previous figures, besides the High Price Allowances already sanctione Government further communicated the followin memorandum containing the terms which was duly placed at the disposal of the Press also

(Here enter memo attached).

After this the Press employees returne to work on the 3rd August 1920, The increa in the wages sanctioned generally ranged fr 30to 50 % over the previous earnings ~~of the men~~ while in a few cases they were even as much as 100%. Subsequently, these employees would seem to have formed themselves into an association under the guidance and leade

of persons outside their department in contravention of the standing orders of Government in regard to the formation of associations by Government servants and (in spite of the Superintendent's advice to form an association in Government Press itself for their benefit) and the approached Government through an unofficial channel for further concessions and redress of so called grievances, some of which aimed subverting official discipline besides being impracticable. Obviously such an attitude could not be tolerated by Government and these representations not having come through the proper official channel but having come as it were in defiance of the Superintendent, Government Printing could not be taken any notice of. The men were also displaying an intolerance of ordinary discipline and refused to comply with rules for the enforcement of a certain standard of out-turn for each class of worker, a necessary concomitant of a system of payment on an hour account. Meanwhile without seeking redress - if further redress were really necessary - in a proper and constitutional manner a large number of employees, in order to create embarrassment to Government at the present time when work is ordinarily heavy and to coerce them to yielding to further concessions addressed a petition on the 5th instant asking for higher wages and demanding certain changes in the superior personnel of the Press, stating that if these demands were not complied with immediately they would strike work from the next day.

prepared to encourage the spirit of insubordination which has apparently grown up among the employees for some time past. Government therefore passed orders summarily dismissing all those employees who without regard to the serious inconvenience that Government would be put to under existing conditions mischievously ~~went~~ threatened to go on strike aga Following the lead of these strikers and apparently prompted by them the other employees numbering about 200 also struck work.

By order

Chief Secretary to Govt.

17.10.20.

No. P. B. 9 / P. & S. 6-20-25

GOVT. OF H. H. THE MAHARAJA OF MYSORE,
GENERAL AND REVENUE SECRETARIAT.

Dated Camp Mysore, 19th October 1920.

PRESS COMMUNIQUE.

In order to prevent misrepresentations as regards the circumstances which ıave led to the recent dislocation of work in the Government Press, Bangalore, he following Press Communique giving a brief summary of the facts is issued or public information :—

The first strike in the Press took place three months ago on the 6th July 920, and this strike was begun without any notice. But having regard to the ırevailing labour conditions throughout the country and the need for relief, ìovernment called for the proposals of the Superintendent on a petition sub- ıitted by the strikers after they went on strike, and, after careful consideration hey passed orders revising the system of payment in piece work in the Govern- ıent Press and very substantially increasing the wages of the employees. The evision entailed on Government actually an increase of 37 per cent over the revious figures, besides the High Price Allowances already sanctioned. Govern- ıent further communicated the following memorandum containing the terms ·hich was duly placed at the disposal of the Press also :—

"Under the Government Order No. G. 1776-7—P. & S. 6-20-9, dated 23rd uly 1920, the following revised rates of remuneration are sanctioned for em- loyees in the Government Press.

Compositors.—All Compositors will be divided into four classes on considera- on of their service and capacity.

Those under five years of service will be treated as temporary and paid on iece work system as at present.

Those between five and ten years of service will be put in the third class.

Those between ten and fifteen years of service will be put in the second lass.

And those above fifteen years in the first class. These men will be on an our account system paid at three annas six pies for the first class, two annas ine pies for the second class, and two annas for the third class.

Ordinarily, working hours will be six hours, that is, 11 A.M. to 5-30 P.M., with n interval of half an hour. For extra work between 5-30 and 6-30 P.M., the ıen will be paid at the hourly rate of each class.

In addition to their wages an allowance of ten rupees for all salaries of s. 20 and above will be paid as under the recent orders of Government.

It is expected that the total average wages of the three classes of compositors ill come to Rs. 48, 40 and 31, respectively per month.

Five days' casual leave on full pay per year will be granted.

Pie money will not be deducted as at present, but the compositors will be quired to do their own pie.

Standards of work will be fixed for each class of worker.

The strikers will be treated as on suspension during their days of absence, ıt they will be paid a subsistence allowance of 25 per cent of their average ırnings of the previous month for the period of absence.

Machine men.—Similarly the machine men will be divided into three classes ith hourly wages of two annas six pies, one anna nine pies and one anna three es, respectively.

Ballers.—Ballers will also be divided into three classes, and paid at one ına three pies, one anna, and nine pies per hour respectively.

Binders.—Binders will be divided into four classes with hourly wages of two annas six pies, two annas, one anna six pies and one anna per hour.

All strikers who do not return to work immediately will forfeit their appointments."

After this, the Press employees returned to work on the 3rd August 1920, the increases in the wages sanctioned to them generally ranging from 30 to 50 per cent over their previous earnings while in a few cases they were even as much as 100 per cent. Subsequently, these employees would seem to have formed themselves into an association under the guidance and leadership of persons outside their department in contravention of the Standing Orders of Government, in regard to the formation of associations by Government servants, and in spite of the Superintendent's advice to form an association in the Government Press itself for their benefit, they approached Government through an unofficial channel for further concessions and redress of so called grievances, some of which aimed at subverting official discipline besides being impracticable. Obviously such an attitude could not be tolerated by Government and these representations, not having come through the proper official channel but having come as it were in defiance of the Superintendent, Government Printing, could not be taken any notice of. The men were also displaying an intolerance of ordinary discipline and refused to comply with rules for the enforcement o a certain standard of outturn for each class of worker, a necessary concomitant of a system of payment on an hour account. Meanwhile without seeking redress—if further redress were really necessary—in a proper and constitutional manner, a large number of employees in order to create embarrassment to Government, at the present time when work is ordinarily heavy and to coerce them to yielding to further concessions, addressed a petition on the 5th instant, asking for higher wages and demanding certain changes in the superior personnel of the Press, stating that if these demands were not complied with immediately they would strike work from the next day.

While the Government were and are prepared to listen to all reasonable representations and real grievances represented to them in a proper manner, they are not prepared to encourage the spirit of insubordination which has apparenty grown up among the employees for some time past. Government therefore passed orders summarily dismissing all those employees who, without regard to the serious inconvenience that Government would be put to under existing conditions, mischievously threatened to go on strike again. Following the lead of these strikers and apparently prompted by them, the other employees numbering about 200 also struck work.

Ramaiya, Secretary of the Association, Sunkalpet, Bangalore City, begs to issue the following in reply to the Govt. Press Communique No. P. B. 9—P. & S. 6-30, dated Camp Mysore 19th October 1920.

The First Strike.

It is not a fact that the strike on the 6th July 1920 was begun without any notice. For three days immediately preceding representations of grievances were made to the Superintendent and his Assistants and it was only when those just representations fell on deaf ears, the compositors went on strike in order to attract the attention of Government to the matter.

2. From the unsympathetic attitude of the Superintendent, they felt that no official communication would be forwarded to Government by that officer. And they were obliged to resort to the only course available in such circumstances—going on strike.

3. They came back to work on the publication of the Government Memorandum referred to in the *communique* in the full hope that Memorandum would be given effect to in its entirety.

4. It is not a fact that the revision has entailed on Government an increase of 37 per cent over the previous figures. The calculation includes the wages for Sundays and other holidays when no work is done and for which no payments are actually made. It also includes wages for overtime work which ought not to be included in the calculation of payment for regular work. When the employees were made to work from 8 A.M., to 6-30 P.M., during the seven days in the week, it was quite natural to expect that wages would have even doubled. This state of affairs lasted only for a short time and it cannot be claimed, therefore, that wages have permanently risen.

The Second Strike.

1. The way in which the Memorandum was being misapplied, the defects in the Memorandum itself and the additions and alterations prayed for by the employees were embodied in the form of resolutions and were submitted to Government and communicated in the Public Print.

2. The formation of the general Association, which is of the nature of a Trade Guild, is not in any way objectionable and there is no standing order violated by the employees of the Government Press in joining such an Association. The Association was not formed by the employees of the Mysore Government Press though they became members of it. Government Order No. 137-190—E. A. G. 419-19-4, dated 14th July 1920, relating to Public Servants' Conduct Rules does not apply to this Association—a Trade Guild. The Superintendent, Government Printing, misunderstood and misapplied the above order when he called on the Secretary to resign that function. If the employees of the Government Press did not readily close in with the Superintendent's suggestion that they should form an Association in the Government Press itself, it was because they felt that there could be no proper representation of their grievances and claims through an official-ridden organization.

3. The work of the Government Press employees was increased for them by their being asked to maintain Progress Reports—a duty which has always devolved on the Section Holders who are paid solely for that work. The Superintendent would not *relieve* them of this *new burden*. Neither would he *work out* the Memorandum. His attitude has always been thoroughly unsympathetic and annoying. The employees were obliged, therefore, to request that they might be placed under a more sympathetic and less annoying officer.

4. The employees were obliged to state that they would go on strike but they would *not have gone on strike if they had been promised an enquiry* by higher officers. They were surprised to find a *summary dismissal order* put up on the Notice Board *as a reply to their just representations.*

5. The serious inconvenience to Government under existing conditions has been caused by their *own order*, and not by the mere notice that the employees would go on strike. *The representations of 200 employees have availed nothing against the misrepresentations by a single unsympathetic and annoying officer.*

Conclusion.

1. The Government Press Employees who have been dismissed do not desire to mar the happiness of the Dasara season to His Highness their beloved Maharaja by pressing all these matters on His Highness' gracious consideration immediately.

2. They feel that they can have no redress through the regular official channel as it must always be vitiated by prejudiced and one-sided representations.

3. After the conclusion of the Dasara Festivities, they would claim a regular enquiry by an independent committee when they would conclusively prove (*a*) that they have just causes for complaint, (*b*) that they have been treated most unsympathetically and worried by the Superintendent, (*c*) that the present situation has been caused not by the insubordination of the employees but by the over-bearing and unjust treatment accorded to them by the Superintendent and (*d*) that various reasons will be made known to bear out their request to be put under a more sympathetic and less annoying officer.

V. Ramaiya

Bangalore, 22nd Oct., 1920.

V. Ramaiya, Secretary of the Association, Sunkalpet, Bangalore City, begs to issue the following in reply to the Govt. Press Communique No. P. B. 9—P. & S. 6-30, dated Camp Mysore 19th October 1920.

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2. From the unsympathetic attitude of the Superintendent, they felt that no official communication would be forwarded to Government by that officer. And they were obliged to resort to the only course available in such circumstances—going on strike.

3. They came back to work on the publication of the Government Memorandum referred to in the *communique* in the full hope that Memorandum would be given effect to in its entirety.

4. It is not a fact that the revision has entailed on Government an increase of 37 per cent over the previous figures. The calculation includes the wages for Sundays and other holidays when no work is done and for which no payments are actually made. It also includes wages for overtime work which ought not to be included in the calculation of payment for regular work. When the employees were made to work from 8 A.M., to 6-30 P.M., during the seven days in the week, it was quite natural to expect that wages would have even doubled. This state of affairs lasted only for a short time and it cannot be claimed, therefore, that wages have permanently risen.

THE SECOND STRIKE.

1. The way in which the Memorandum was being misapplied, the defects in the Memorandum itself and the additions and alterations prayed for by the employees were embodied in the form of resolutions and were submitted to Government and communicated in the Public Print.

2. The formation of the general Association, which is of the nature of a Trade Guild, is not in any way objectionable and there is no standing order violated by the employees of the Government Press in joining such an Association. The Association was not formed by the employees of the Mysore Government Press though they became members of it. Government Order No. 137-190—E. A. G. 419-19-4, dated 14th July 1920, relating to Public Servants' Conduct Rules does not apply to this Association—a Trade Guild. The Superintendent, Government Printing, misunderstood and misapplied the above order when he called on the Secretary to resign that function. If the employees of the Government Press did not readily close in with the Superintendent's suggestion that they should form an Association in the Government Press itself, it was because they felt that there could be no proper representation of their grievances and claims through an official-ridden organization.

3. The work of the Government Press employees was increased for them by their being asked to maintain Progress Reports—a duty which has always devolved on the Section Holders who are paid solely for that work. The Superintendent would not *relieve* them of this *new burden*. Neither would he *work out* the Memorandum. His attitude has always been thoroughly unsympathetic and annoying. The employees were obliged, therefore, to request that they might be placed under a more sympathetic and less annoying officer.

4. The employees were obliged to state that they would go on strike but they would *not have gone on strike if they had been promised an enquiry* by higher officers. They were surprised to find a *summary dismissal order* put up on the Notice Board *as a reply to their just representations.*

5. The serious inconvenience to Government under existing conditions has been caused by their *own order*, and not by the mere notice that the employees would go on strike. *The representations of 200 employees have availed nothing against the misrepresentations by a single unsympathetic and annoying officer.*

CONCLUSION.

1. The Government Press Employees who have been dismissed do not desire to mar the happiness of the Dasara season to His Highness their beloved Maharaja by pressing all these matters on His Highness' gracious consideration immediately.

2. They feel that they can have no redress through the regular official channel as it must always be vitiated by prejudiced and one-sided representations.

3. After the conclusion of the Dasara Festivities, they would claim a regular enquiry by an independent committee when they would conclusively prove (*a*) that they have just causes for complaint, (*b*) that they have been treated most unsympathetically and worried by the Superintendent, (*c*) that the present situation has been caused not by the insubordination of the employees but by the over-bearing and unjust treatment accorded to them by the Superintendent and (*d*) that various reasons will be made known to bear out their request to be put under a more sympathetic and less annoying officer.

Bangalore, 22nd Oct., 1920.

V. Ramaiya
Hon. Secretary.

DIARY NO. 9792

1920

SECTION

FILE NO.

Government Branch Press, Mysore,

Dated: 25th October 1920.

No. 500

From

D. B. Ramachandra Mudaliar, Esq., M.R.A.S.,
Superintendent, Government Printing,
Camp: Mysore.

To

C.S. Balasundaram Iyer, Esq., B.A.,
Chief Secretary to Government,
Camp: Mysore.

Sir,

I have the honor to report that although the recent strike of the employees of the Government Press, Bangalore, has dislocated the work seriously, I have been able, by special arrangements and exertion, to arrange for the execution of special works devolving on the Press in connection with the Dasara. The strikers seem to have expected that Government work in this season of extra-ordinary urgency would have been completely thrown out of gear by their action and that Government and the Press authorities would be forced to surrender to their demands I have however much pleasure to inform the Government that the expectation of the strikers on this score has been completely disappointed. I got rumours that the Bangalore strikers were trying to instigate the men of the Branch Press to follow their example by going on strike, and dis-locate the work of printing the Dewan's Address and other special and important Government works. With a view to guarding against such a contingency, I came down to Mysore earlier than usual and took all possible precautions and

preventive measures, and I have been able to get through the Dasara subjects, general and local, and the Dewan's Address, both Kannada and English in good time.

Here I beg to suggest that there is ample scope for reducing the printing work in connection with the Dasara and to request that a competent committee may kindly be appointed to consider the question and submit recommendations for the orders of Government.

As regards future work, I may state that the Gazetteer is being issued punctually by utilising the permanent staff and that Government Proceedings are also arranged to be printed in due time; the Government orders running to a page or two are being done by the Multigraph section so kindly lent by the Secretariat and the heavier ones running to more than two pages, being arranged to be printed in the Branch Press.

In accordance with instructions received I have witheld the disbursement of pay to the strikers. I have arranged, however, to pay such of the men as apply to me.

I have been receiving letters from several of the men who are out on strike representing that they are willing to come back to duty but that they are kept back by the ringleaders. I am confident that many of them will come back to work in a short time and I am of opinion that only such men as express repentance for their hasty action should be allowed to rejoin. In any case the ringleaders who have been fomenting all these troubles should not be taken back on any account. Unless a firm stand is taken in the treatment of the strikers, I am afraid that there will be a repetition of such troubles and agitation.

In spite of the very liberal concessions granted by

Government the employees have gone out on strike within a very short interval of two months. It is apparent that the grant of concessions has only encouraged them to be more and more unreasonable in their demands. The grant of further concessions will not satisfy them and only drastic measures may be expected to prevent the repetition of such disturbances in future.

I beg to propose that with the exception of the ringleaders the other men who are willing to admit their folly may be taken back only on entering into an agreement binding themselves to serve loyally and faithfully and not to take part in strikes or other forms of agitation on pain of summary dismissal.

I beg to state that if Government maintains the firm attitude, they have now taken, the men will in a very short time realise their untenable position and return to work unconditionally But even if this expectation is not realised, Government need not be anxious about the conduct of work at the Government Press, as I am confident of arranging for its execution satisfactorily.

To cope with the existing work and the heavy demands of the Census and to replace the vacancies, new men will, in any case be necessary. In order to train up such men I beg to suggest that fifty literate subordinate officials of the General and Revenue Secretariat, the Comptroller's Office and other headquarter offices who are drawing a salary of less than Rs. 20/- may be selected and appointed in the Press on a pay of Rs. 20/- per mensem. I shall arrange to train them up as compositors within a period of six months. After they are sufficiently trained, they may be placed on piecework system for a year, subject to a minimum salary of Rs. 25/- and thereafter absorbed

absorbed in the regular scale as per recent orders of Government.

In view of the heavy work that may be expected on account of Census, I beg early orders on this proposal.

I have the honor to be,

S i r,

Your most obedient servant,

SUPERINTENDENT,

Government Printing.

To

The First Member of Council

to the Government of His Highness

the Maharaja of Mysore,

B A N G A L O R

136/SH.

Honoured Sir,

On behalf of my brother employees of the Government Press and myself, I beg to enclose herein a copy of the Memorial submitted on 1st November 1920 to His Highness our Beloved Maharaja signed by 200 employees of the Press.

I humbly pray that you will be pleased to consider our pitiable plight and do us justice.

I beg to remain,

Honoured Sir,

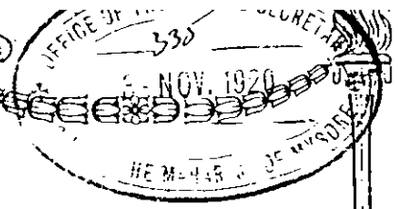
Your most obedient servant,

V. Ramaya

Bangalore,

17, Sunnakalpet,

3rd November 1920.



COLONEL HIS HIGHNESS

SIR SRI KRISHNARAJA WADIYAR BAHADUR,

G.C.S.I., G.C.B.E.,

MAHARAJA OF MYSORE.

May it Please Your Gracious Highness.

WE, the undersigned, humble and loyal memorialists, who form the major portion of the employees of the Government Press at Bangalore, beg to submit—for generous and humane consideration and redress—this the history of our long-felt and unendurable grievanc

PRELIMINARY.

2 Unlike in other parts of India where strikes have become a weapon, more often than not, to exact higher wages and lighter terms of service from their superiors, we were, till recently, a contented set of public servants, happy to work under all conditions. Not a few of us have grown grey in Government Service.

3 With us, service to our beneficent Soverign is the supreme creed and ungrudgingly we were doing it as to earn the recognition of even the highest officers of the State from the DEWAN SAHEB downwards. Day and night we cheerfully laboured to see the work of the Government through, unmindful of the exacting conditions and the rigour of work. We did this and more we were prepared to do when we could lull ourselves with the conviction that our masters meant by us kindly and such an one was the late Mr. C. H. YATES who, in teaching us to work the best we could for him, made us love him too for his unfailing sympathy.

4 Synchronous with a change in the world conditions, to our dire misfortune the good Superintendent, who acted as a father towards us, left us and he was succeeded by one who believed in the rule of the rod and terrorism. High authority and unflinching disciplinary measures were the modest methods he set into operation to make us work. But we forbore publicly all these ills of service, as we never knew, in long years of service, what it was to gainsay our masters and question authority. We fondly believed that the bright day would come when even the hardest of Superintendents would lend his ears to grievances and redress them, at least taking a leaf out of the book of others outside the State who employed a large number of wage-earners under them.

FIRST STRIKE.

5 With timidity and humility, we approached him, more than once, with a schedule of sufferings, only to be beaten back with withering scorn that we should be impertinent at all to do so. He seems to have laboured under the illusion that whatever may be our lot, the Mysore Government Press must not figure in public print as even romotely restive as others.

6 With the Press going worse day by day in the way in which valuable press materials were disappearing, a condition above others affecting our physical wants, heavily preying on our innocent minds, revolutionary changes introduced in the methods of work extremely crushing in their kind and wages remaining much as they were before, though the prices of necessaries of life were going up by leaps and bounds, we felt, for the first time, we must speak out with some effect. This found vent in a petition on 3rd July 1920 which resulted in an order of dismissal on 6th idem. Though we have been accused of having taken the Superintendent unawares, we beg to lay at the feet of YOUR HIGHNESS that such a charge is groundless as he knew long before that we ceased to be a happy lot and we eagerly anticipated some relief, failure to receive which would drive us to the only course—of stopping away.

7 On the 7th July we made bold to submit a telegram to YOUR HIGHNESS craving redress and on the 9th idem, we waited upon the Councillor in charge with a brief statement of our pathetic position. We cannot feel sufficiently grateful to him for the kind hearing he gave us in spite of the attempts of the Superintendent to color the case to our prejudice and the prompt orders he issued to restore us to our old position with considerate—though not comprehensive and liberal—promises of help.

8 When we, in obedience to the orders of the Councillor, reported for resumption of work, the Superintendent, who is a pastmaster in the art of ingenuity to defeat the spirit of generous orders, asked every one of us to sign and submit apology slips and guarantee of good conduct.

9 Meanwhile, the memorandum was issued indicating definitely the lines on which our position would be bettered.

10 All along the Superintendent was untiring in his efforts to hide the seriousness of the situation from the higher authorities by facilely saying that workmen in plenty could be had and that we could be left severely alone. We were not a little dismayed by advertisements calling for workmen from outside at exorbitant terms.

11 Though convinced of the readiness of the Government to redress our grievances, we felt we owed a duty to ourselves to clearly state the several items of prayer which alone could ameliorate our condition and therefore submitted an appeal to the Chief Secretary on the memorandum and a petition to the DEWAN SAHEB.

12 We joined work on 3rd August 1920.

THE INTERIM.

13 Acting on the adage "union was strength," all those in Bangalore (including ourselves) dealing in different departments of Press work, both Government and private, formed an Association. As a practical printer, publisher and the responsible Editor of an impartial and fearless paper, we besought the help of Mr. K. Narayanaswami Iyer, Editor of the Truth, the well-known bi-weekly paper printed in Bangalore, to guide the work of the Association. Meetings were held and resolutions were passed quite in a constitutional manner—never out-stepping the limits of prudence or propriety—as the accompanying enclosure to our humble memorial will show. But they were red rag to the Superintendent who called upon the Secretary, Mr. V. Ramaiya, to give up all connection with an Association presided by a gentleman who was not one of the Government officers, forgetting the fact that our Association was made up of others besides those in Government Service and was of the nature of a TRADE UNION and the gentleman, against whose presidentship objection was taken, was thoroughly competent by his unique experience to guide our deliberations.

SECOND STRIKE.

14 Vexatious orders issued in quick succession—one dismissing some compositors for fault of theirs; another degrading some and promoting others without any reason whatsoe and the third asking us to submit progress reports though this formed no part of our dut

15 Even the halting measures of the memorandum were not given effect to fully.

16 We clearly saw we had become a condemned lot and the Superintendent was not equitable treatment to us.

17 The only course open to us was to memorialise the Chief Secretary to Government and even this we did through the Superintendent, though we did not hide our feeling that we found in him an unsympathetic officer.

18 When we anticipated orders of relief after due enquiry as to whether our charges were proved, our complaints were just and our wants were real, there was a bolt from the blue hurled by the Superintendent that we were all dismissed the service.

19 We are much pained to state that the communique issued by the Government is full of one-sided views based upon the coloured versions of the Superintendent.

20 We have long tasted the salt of YOUR HIGHNESS and we have not been so perverted as to lose faith in our benefactors and much less would we do it at a time of happy augury when YOUR HIGHNESS is seated on the Glorious Throne of Your Ancestors in the auspicious season of Dasara.

21 It was quite by an accident that the cessation of work came to happen at this time. It was no premeditated act on our part as we, whatever may happen, are prepared to do our little mite to our great Sovereign. *It was more the precipitation of the author of all our troubles.*

CONCLUSION.

22 We beg forgiveness for the wearisome history of our woes. The papers connected with our humble memorial, which we hereto append for kind perusal, would show what we crave at the hands of YOUR HIGHNESS—the fountain head of charity and justice.

23 That, in these hard days, *two hundred* poor men and their families should be deprived of their bread by the unfeeling hand of one officer has never happened in the annals of happy Mysore whose devoted and grateful sons we are.

24 We keep our life going cheered by the hope that the day of our relief is not far distant and that it would be of a kind to make us eternally grateful to YOUR GRACIOUS HIGHNESS.

25 If we have erred, we look upon YOUR HIGHNESS as an indulgent father to forgive the ways of his erring children and it is kindly correction that we pray to be privileged to have at Your Gracious hands.

We beg to remain,

Your Highness' Most Humble and Loyal Subjects.

V. Ramaiya, 17 Sunnakalpet, Bangalore City.

V. Ramaya 1
N. Arnogam 2
V. Gangadaram 3
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B.R. Annaiah
K. Lakshmaiah 5
K. Somaiah 6
Jayarangabba 7
T. Givappa 8
Sivanajundappa 9
Siddappa 10
V. Siliviy 11
Ranganna 12
K. Rangappa 13
A. Varadaswamy 14
Varadaparaj 15
Rama Rao 16
Gola 17
18
19
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21

[illegible]	22
M. Ramesh	23
[illegible]	24
V.B. Chand	25
M. Gopal	26
[illegible]	27
[illegible] Rajasekaran	
G. Gopala	28
K. Dhanapalan	29
A. R. Govindaraju	30
B. Venkatesan	31
R. Venkadachary	32
B. Ramanaiah	33
K. Subba Raju	34
M. Srikantappa	35
S. Ramesh	36
[illegible]	37
[illegible] Rajkumar	38
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Nagellappa 39

C. Chanigarayappa 40

N. Nanjund 41

V. Rama Rao 42

[illegible] 43

Nanjappa 44

Venkoba Rao 45

[illegible] 46

Munivenkatappa 47

Manaji Rao 48

Byrappa 49

[illegible] 50

T. D. Kandasamy 51

[illegible] 52

Abdul Aziz 53

[illegible] 54

[illegible] 55

[illegible] 56

Srinivasa Raju 57

[illegible] 58

[illegible] 59

[illegible] 60

M. Narasimhaya 61

Phillips	62
A. Francis	63
L.N. Ramaswamy	64
J. Balasubramanian	65
V. Puttaraja	66
Kannan	67
P. Thamodaran	68
P. Ranjit	69
P. Ratnam	70
T. Murugappa	71
K. Veerarao	72
H. Gangadharappa	73 X
A.K. [illegible]	74
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V. Veerabhadra 77

P. Gulabchand 78

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B. Abhayatth
2. M. Lingadeva
3. H. Channabasappa
4 Ramaswamy
5 A. Kapre
6. L. Nanjesawmy
7. Appadoray
8. M. Ahmed Ali Mir
9. G. Gangadharappa
10 Hamid
11. S. Venkatachar
12 B.S. Narasappa
13. K. Basappa
14. M. Venkatappa

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STRIKE
IN
GOVERNMENT PRES

ONNECTED CORRESPONDENCE

15. Superintendent's letter to V. Ramiah directing him to resign his Secretaryship of the Association : 2nd October *1920*.

16. Superintendent's order calling for progress reports before evening of 5th October 1920 : *4*th October *1920*.

17. Non-fulfilment of terms of Memorandum, unsympathetic treatment by Superintendent and annoyances of various kinds.

18. Memorial of Compositors, Binders, Machine and Pressmen through Superintendent stating grievances and redress asked and, in the event of refusal to grant redress, they would be forced to go on strike : *5*th October *1920*.

19. Summary dismissal of signatories to the Memorial : *5*th October *1920*.

20. Superintendent's notice calling for new hands : *8*th October *1920*.

21. Application to Superintendent for payment of September salaries : *16*th October *1920*.

22. Telegram to Chief Secretary praying order to Superintendent to disburse salaries . *19*th October *1920*.

23. Telegrams to H. H.'s Private and Huzur Secretaries, the Dewan and the Chief Secretary to Government, praying for immediate payment and redress : *20*th October *1920*.

24. Telegram from Chief Secretary directing application to Superintendent in regard to salaries : *21*st October *1920*.

25. Government Press Communique of *19*th October *1920*, received on *21*st October *1920*.

26. Reply Communique stating facts : *22*nd October *1920*.

27. Letter from Government confirming their telegram referring Ramiah to Superintendent regarding payment of *21*st October *1920*, received on *24*th October *1920*.

CONFIDENTIAL.

FIRST STRIKE.

Petition to the Superintendent.

Respected Sir,

We, the piece-work compositors, beg to tender this our application before your gracious self our grievances and to request you humbly to relieve us of our troubles.

It is a well-known fact that for the last few days the circumstances regarding our work are in a chaotic condition and we do not want to trouble your grace with those details. However, the present conditions of circumstances have put us in such a distressed condition that we cannot but approach you to give expression to our troubles. The transfers of workmen that have been brought about have proved unsatisfactory both from the view of the workmen and from the view of the work turned out. As the work cannot be carried out with so much ease and quickness as before, it affects our wages a great deal. Many of us who were getting between twenty and thirty rupees per month find it too hard with all our best efforts, to get even a small sum of eight or ten rupees. We, poor wage-workmen, humbly request you to realise our situations in life in such hard times as these. We doubt not for a moment that we will gain your sympathy.

We have been classified according to the period of service we have rendered, and we request you that in order that the work may go on smoothly and we, the workmen, may be satisfied, we should be given two annas per hour as minimum wages. This helps us to work without grumbling, anywhere you please. This only request of us, Sir, we humbly beg of you to consider as early as possible and inform us of your decision. We fully believe that the decision will be in our favour.

Bangalore,
3rd July 1920.

Superintendent's Dismissal Order.

All Compositors who struck work yesterday have been dismissed.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Supt., Govt. Printing.

Bangalore,
6th July 1920.

First Notice calling for new hands.

Wanted Compositors, English and Kanarese, to the Gove ment Press, Bangalore. Apply to the Superintendent, Gove ment Printing, immediately.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Superintendent

Bangalore,
7th July 1920.

First Telegram to His Highness the Maharaja of Mysor

Please Your Highness,

Superintendent's frank refusal hearing grievances, Composito numbering 120 withheld work. He says he does not lose muc but Government work suffers. Hence crave early redress beni volent hands.

From—Compositors, Government Printing.

Bangalore,
7th July 1920.

Petition to Albion Rajakumar Banerji, Esq., M.A., I.C.S., C.I.E.

Most Respected Sir,

We, the undersigned Compositors of the Government Printing most humbly beg to bring the following few lines for your kin consideration with fervent hope that our humble grievances ma be redressed early.

Under the present arrangement, we are put to great loss an we are actually starving without getting proper remuneration fo the labour we turn out. Prior to our approaching your honour we requested our Superintendent to this effect so many time and also submitted memorials but with no avail and in reply h frankly told us that he does not lose much if we don't come an that only the Government work suffers. Adding insult to injury he mocked at us saying : "You all go away, if you are really called men."

To prove the above facts we will be prepared to furnish witnesses.

Now we approach you, Sir, with the few following facts t bring to your kind sympathy :—

Firstly, we are piece workers and are not given the proper wages for the labour actually turned out which may be ascertained by a kind perusal of (1) Voucher bundle of some six months back ; (2) one office Manual ; (3) Printed Guage. And further a deduction of six pies a rupee is being made to meet pie-boys' pays which work we can do as well. For this and other several reasons, we prefer daily wages. We are prepared to accept the piece-work system alone, provided it is promptly and sincerely managed and in fact this is more profitable to us than the wages system.

Secondly, during the time of our worthy Master, Mr. Yates, we were given a definite sum per hour which now varies according to the merit of the man and fancy of the Superintendent. This change has caused us much difficulty, inconveniences and severe loss for the past two years. If this cause is proved now we pray that the amounts deducted from the sum actually due to us for the past two years may kindly be caused to be disbursed to us as these are famine days as your honour is kindly aware of. This may be ascertained by a kind perusal of the Progress Register of Hour Account Section.

Thirdly, if we approach the Superintendent to consult any defects in our daily routine and to learn something better about the work, he refuses to give instruction for which we cannot account any reasons. Besides, he is not kind enough to hear any of our personal grievances also.

Lastly, we request your honour for one favour which will be no other than praying you to make us entitled for Casual and Privilege leave just as permanent hands are treated as we will be subjected to lack of health on account of our heavy and hard work and also other circumstantial family miseries

In short, we say that there are so many other difficulties that we are undergoing and to explain the same occupies many hours of your precious time and as we do not like to trouble your honour we request that the above said difficulties may be solved and that lastly we crave this boon of sanction of casual and privilege leave as a token of your worthy honour.

In conclusion, we humbly and earnestly request that your honour will be pleased to make a detailed enquiry and protect us in these hard days from starving and order us to resume work.

It needs no mention that we are prepared to answer any questions that your honour may be pleased to put to us on the spot.

For which act of your benevolence we pray God for your long life and prosperity.

Bangalore,
9th July 1920.

First Notice calling for new hands.

Wanted Compositors, English and Kanarese, to the Govert ment Press, Bangalore. Apply to the Superintendent, Govern ment Printing, immediately.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Superintendent.

Bangalore,
7th July 1920.

First Telegram to His Highness the Maharaja of Mysore

Please Your Highness,

Superintendent's frank refusal hearing grievances, Compositor numbering 120 withheld work. He says he does not lose mucl but Government work suffers. Hence crave early redress bene volent hands.

From—Compositors, Government Printing.

Bangalore,
7th July 1920.

Petition to Albion Rajakumar Banerji, Esq., M.A., I.C.S., C.I.E.

Most Respected Sir,

We, the undersigned Compositors of the Government Printing, most humbly beg to bring the following few lines for your kind consideration with fervent hope that our humble grievances may be redressed early.

Under the present arrangement, we are put to great loss and we are actually starving without getting proper remuneration for the labour we turn out. Prior to our approaching your honour, we requested our Superintendent to this effect so many times and also submitted memorials but with no avail and in reply he frankly told us that he does not lose much if we don't come and that only the Government work suffers. Adding insult to injury, he mocked at us saying : "You all go away, if you are really called men."

To prove the above facts we will be prepared to furnish witnesses.

Now we approach you, Sir, with the few following facts to bring to your kind sympathy

Compositors of first class may earn Rs. 50 per month, Compositors of the second class Rs. 40 per month, Compositors of the third class Rs. 30 per month, Compositors of the fourth class Rs. 20 per month on the average.

5. Our pay for the days we did not attend press may be given to us on the average of last month's pay. We will try our best to clear off the arrears by the end of this month.

We will obey the decision of Government as regards the above three items. The last two items may be kindly granted to us immediately.

On receipt of your endorsement granting the above requests, we shall all join the Press.

Bangalore,
17th July 1920.

Government Memorandum.

Under the Government Order No. G. 1776-7—P. & S. 6-20-9, dated 23rd July 1920, the following revised rates of remuneration are sanctioned for employees in the Government Press.

Compositors.—All compositors will be divided into four classes on consideration of their service and capacity.

Those under five years of service will be treated as temporary and paid on piecework system as at present.

Those between five and ten years of service will be put in the third class.

Those between ten and fifteen years service will be put in the second class.

And those above fifteen years in the first class. These men will be on an hour account system paid at three annas six pies for the first class, two annas nine pies for the second class, and two annas for the third class.

Ordinarily working hours will be six hours, that is, 11 A.M. to 5-30 P.M., with an interval of half an hour. For extra work between 5-30 and 6-30 P.M., the men will be paid at the hourly rate of each class.

In addition to their wages, an allowance of ten rupees for all salaries of Rs. 20 and above will be paid as under the recent orders of Government.

It is expected that the total average wages of the three classes of compositors will come to Rs. 48, 40 and 31, respectively per month.

Five days' causal leave on full pay per year will be granted.

"Pie" money will not be deducted as at present, but the compositors will be required to do their own pie.

Standards of work will be fixed for each class of workers.

The strikers will be treated as on suspension during their days of absence, but they will be paid a subsistence allowance of 25 per cent of their average earnings of the previous month for the period of absence.

3. *Machine men.*—Similarly the machine men will be divided into three classes with hourly wages of two annas six pies, one anna nine pies, and one anna three pies respectively.

4. *Ballers.*—Ballers will also be divided into three classes, and paid at one anna three pies, one anna, and nine pies per hour respectively.

5. *Binders.*—Binders will be divided into four classes, with hourly wages of two annas six pies, two annas, one anna six pies and one anna per hour.

All strikers who do not return to work immedietly will forfeit their appointments.

By Order,

(Sd.) C. S. BALASUNDARAM IYER,
Chief Secretary to Government.

Letter to Superintendent requesting for accompaniments to G. O.

Sir,

While we thank you for your kindness in favouring us with Government Order we regret you have not favoured us with the accompaniment to the G. O. namely your recommendations on which the order has been passed by Government. We, therefore, express our inability to take delivery of the order without its enclosure and hence request that we may be favoured with the full G. O.

Bangalore,
27th July 1920.

Second Telegram to His Highness the Maharaja of Mysore.

May it please your Highness,

More than a fortnight our grievances not redressed. Requested salary 20 rupees to 50 according to classification; allowance extra. 120 families starving in these hard days. We humbly beseech compensation for the cessation period. Soliciting favourable orders.

From—Compositors Government Press.

Bangalore,
27th July 1920.

Compositors' Appeal to Chief Secretary on the Memorandum.

Respected Sir,

We, the undermentioned compositors, beg to place before you the following representations of ours in regard to the recent Government Proceedings No. G. 1776-7—P. & S. 6-20-9, dated 23rd July 1920 :—

1. That we may kindly be paid at annas 5, 4, 3 and 2 per hour on the Hour Account Basis and that the Piece Work system may be altogether abolished.

2. That we may kindly be given at least 10 days' casual leave and one month's privilege leave on half-pay every year.

3. That the days that we stayed away from work may be kindly treated as leave on pay.

4. That the wages mentioned in para 1 *supra* may be granted to us exclusive of the allowance graciously sanctioned by Government. We humbly solicit that we may be favoured with immediate orders in the matter so that we may enter on our work early.

As we fear that there would be no scope for representing our grievances if we join duty, we beg to be excused for further staying away from work pending the order of the benign Government regarding requests made above.

Bangalore,
28th July 1920.

Second Notice calling for new hands.

WANTED

English and Kanarese Compositors for the Government Press on Pensionable service on salaries according to qualifications and as per terms offered in Government Order No. G. 1776-7—P. & S. 6-20-9, dated 23rd July 1920.

Apply to the Superintendent at once.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Superintendent, Govt. Printing.

Bangalore,
28th July 1920.

Petition to Sirdar M. Kantaraj Urs, B.A., C.S.I.

Dewan of Mysore.

The humble memorial of the undersigned Compositors of the Mysore Government Press, Bangalore, most respectfully showeth :—

That the memorialists most respectfullty and humbly beg leave to submit that they have been working honestly in the Government Central Press of Bangalore for the past 30 years ranging from 5-6 years and upwards. Ever since they joined the press they have worked very honestly and also to the best and entire satisfaction of their immediate superiors and on various occasions earned the high appreciation of the Dewan Sahibs of the State, for their prompt and neat execution of the works entrusted to them.

That their misfortune, as it were, commenced to work out their ruin ever since the departure of Mr. C. H. Yates, who was the Superintendent of the said Press. The difficulty that presented to them in the first and foremost was in the distribution of work. Then one after the other in series.

That memorialists waited all these years very patiently and loyally expecting that one day or the other their grievances would be redressed, but on the other hand their difficulties and fears increased on all fours.

That the memorialists as usual, thinking that their immediate superior—The Superintendent of the Press—would redress their grievances, began to approach him, but on each and every occasion they were either brow-beaten or treated worse than the pigs and dogs of the Officers' houses using such language which even they feel impolite to mention in a memorial of the kind.

That the memorialists gradually came to feel the shortage of the articles in the Press. Articles used to disappear from their places in a magical form. When attempted to bring this to the notice of the Superintendent, the poor and helpless memorialists were treated in such a manner beyond their humble expression. Feeling that it is their loyal and legally bounden duty to inform the loss of articles to their immediate superior they attempted to do so. Further they also felt terribly afraid of the Criminal Law seeing the continuous disappearance of various kinds of articles now and then.

That the working system of the Press began to change hourly and daily. In addition to this the memorialists have many more things to represent, but they feel it highly impossible to do so in a memorial and, as such, they crave that an independent and impartial enquiry may graciously be ordered, not only to save about 120 loyal and devoted servants of the Benign Government of His Highness the Maharaja of Mysore but also in the interests of the Divine Justice, which is the Principal Motto of our Gracious August Maharaja Bahadur.

That on or about the 4th July, the humble memorialists apprehended a very serious danger to them all and reported the matter to the Superintendent. This representation also seemed to add fuel to the fire to their misfortune. When they found that the Superintendent was also aware of the various matters which had created fear in their minds, they requested him to make payment properly without deducting anything from their hard earnings. This enraged the Officer and, in the moment of such a state of mind, began to use all kinds of languages, which drove the memoralists to the conclusion that even the begging in the streets to maintain themselves was more honourable than to serve the said Superintendent. As a result of the said high-handed and very low treatment, the memorialists were obliged to stop away from attending their work.

That the memorialists are reported to be strikers in general. In the proper acceptance of the term they are not at all "Strikers," they never prayed for any additional grant or increase in their wages and struck work on their prayer being refused. They wanted a kind treatment, proper distribution of work, correct calculation of the hours they have worked and payment accordingly. A kind perusal of the Progress Register and the payments made to them with a comparison of the days of Mr. Yate's time will highly convince their statement.

That after they stopped away the Superintendent got workmen from outside paying to one to four times and that too for not a satisfactory work. Even this was pleasing to him than to pay the memorialists their proper wages earned at the sweat of their brows.

The memorialists thereupon approached the Chief Secretary to the Government of Mysore and represented their grievances but to no purpose. Then they went and explained the whole situation to the Senior Member of the Council. At the time of enquiry the Superiniendent was also present, and he so managed with his tact and wisdom as to brow-beat the memorialists in the very presence of the said Member and also to openly declare that if the memorialists were to stop away, he would bring thousands from outside. On the next day the Superintendent has published by means of a notice in the Notice Board in the Press that all our grievances are redressed by the Government and that the memorialists may come and join duty. But when the memorialists went and begged for a copy of the said Government order, it was flatly refused to them.

That to their further and additional wonder and consternation, they found another notice dated 28th July 1920 on the Board to the following effect:—

WANTED.

"English and Kanarese Compositors for the Government Press on Pensionable service on salaries according to qualifications and as per terms offered in Government Order No. G. 1776—P. & S., 6-20-9, dated 23rd July 1920."

Apply to the Superintendent at once.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Supt., Government Press.

Bangalore,
28th July 1920.

That, in the meantime, some gentlemen of Locus Standi were also sent to the memorialists for negotiations. The memorialists feared very much to open their hearts to them, and simply said that they would agree to certain terms.

That apart from all the above circumstances, the memorialists feel unable to understand the cause of the refusal of the Government Order to them and the reason for the notice above referred to. Does it mean that the Benign Government have dispensed with the services of the memorialists and permitted the Superintendent to call for new men or that this is also a trap laid at their feet.

That the memorialists are terribly afraid of saying anything more for fear of their petition becoming too lengthy. They therefore most respectfully beg to submit that as prayed above an impartial enquiry into their matter by a competent, disinterested and independent Committee be ordered, their grievances recorded after hearing them in full and submit the same to the Government for their final orders. Until and unless the high-handed actions of the Superintendent are noticed by the Government, it is highly impossible for any man of self-respect to serve under him.

That in case the formation of a Committee for enquiry as suggested above would take time, the memorialists most respectfully pray that their following prayers may kindly be sanctioned :—

(1) That they may be paid Annas, 5, 4, 3 and 2 per hour on the Hour Account Basis, no-doubt entirely doing away with the Piece Work system.

(2) That at least a casual leave of 10 days and one month's privilege leave be given to them per year, at least on half pay.

(3) That the generous grant of the allowance of the benign Government should have nothing to do with our wages and that it should be kindly paid to us along with the wages.

(4) That we may be graciously paid for the days we were forced to remain out of work.

(5) That the collection of 6 pies in a rupee should be discontinued at once.

That if the above prayers are not found feasible as a last alternative, they very respectfully beg leave to submit that they may be handed over to the charge of some other Officer in the Press, disconnecting them from the said Superintendent and then allow the same piece work with the usual allowance, with which they will be satisfied and assure to work as honestly and devotedly as in the time of Mr. C. H. Yates of ever-lasting memory. If the Hourly system is adopted, there will also be a good savings to the Government. Further, the Press work is a Technical one and it should be managed by an expert in the line. It is only then the nature of the work turned out by the workmen in the Institution will be better appreciated, or proper and timely instructions given and the Press also brought to fame. The misfortune of the memorialists can only be averted by the kind and sympathetic consideration of Your Noble Self and nothing short of it.

The memorialists are already starving, but the dishonour they have suffered is much greater than starvation. There are aged people who have grand children even.

That, under the foregoing circumstances, the memorialis most respectfully pray for immediate redress of their grievance and personal-safety and bread as well as their honour granted t them.

For which act of grace the memorialists ever remain greatfu

Bangalore,
31st July 1920.

BANGALORE COMPOSITORS' ASSOCIATION.

Proceedings of a Meeting of the Compositors of Bangalore City and of Civil and Military Station.

Held at 8-30 a.m.

On Sunday the 15th instant in Sanjivappa's Street, Bangalore City.

Almost all the men and the boys who earn their living in Bangalore as Compositors in Government or Private Presses were present.

Mr. K. Narayanaswami Iyer, Editor of "The Truth," presided on the occasion.

Proposition I.—The assembled compositors wanted the formation of a Compositors' Association for the betterment of their material and moral welfare,

Resolution I.—It was, therefore, resolved to form such an Association and to attach to it a Co-operative Society, a Co-operative Bank and a Helping Fund—the first two for the benefit of all members and the last for the aid of such members as might, owing to some cause or another, be prevented from attending to their work. An association was accordingly formed with the assembled compositors as members.

Proposition II.—Next, the grievances of the compositors were set forth, and measures for their redress discussed. The grievances of the compositors employed at the Mysore Government Press were first taken up for consideration.

Resolution II.—After much discussion, it was agreed that the Government Memorandum of the 2nd instant, instead of being the blessing it was intended to be, entailed a real hardship on the employees in the Government Press and that the following amendments to it were absolutely necessary :—

(*a*) The piece work system even in the last class should be abolished ; for, though beneficial to the Section-holders, it was good neither for the work which was perfunctorily done nor for the men who could not earn much owing to the difficulty in obtaining matter on the one side and material and needed accessories on the other.

(*b*) The pay fixed for each of the different classes w quite insufficient and very misleading, as it did not mean the p only but included allowance and over-time charges for 1 ho daily, *i.e.*, from 5-30 to 6-30 p.m. The pay proposed should n be regarded as inclusive of allowance and over-time charges b that these should be extra.

(*c*) Payments for over-time work should be made follow the lines adopted by the Madras Government Press the basis of not less than 3 annas per hour 25 per cent extra fro 7 to 9 a.m., and 5-30 to 8 p.m., 50 per cent extra after 8 p.m. an cent per cent extra on Sundays and other holidays.

(*d*) Classification and promotions should be based o service and on efficiency and either of these should alwa qualify for promotions. No man who has been allowed to serv for 10 or 15 years should be told that he would be put into lower class or that his promotion is withheld for want of ef ciency.

(*e*) The term "Suspension" should be deleted and th period of the strike for which there were just and sufficient caus should be treated as one of "leave."

(*f*) Five days' causal leave per year is totally inadequa as owing to lead poisoning from the very nature of their wor compositors are apt to suffer from several diseases such stomach ache, pain in the chest, piles, etc. ;

(*g*) The average terms of a compositor's life being on 50 years, 25 years service should entitle a compositor to pensio

(*h*) It was resolved further that a memorial on the abo lines be submitted to Government ;

Resolution III.—Finally it was resolved that the grievanc of the Private Press compositors be considered at the next mee ing to be convened at an early date and the resolutions there be communicated to the Proprietors of such Presses.

K. NARAYANASWAMI IYER,
Chairman,
5 Mysore Road.
Bangalore Ci

Bangalore,
15th August 1920.

BANGALORE COMPOSITORS, BINDERS AND PRINTERS' ASSOCIATION.

Proceedings of a Meeting of the Compositors, Binders and Printers of Bangalore both of the City and of the Civil and Military Station.

Held at 8-30 in the morning of Sunday the 19th September 1920 in Sanjeevappa's Street, Bangalore City.

All those who earn their living in Bangalore as Compositors, Binders, Machine or Pressmen and Ballers either in the Government Press or in Private presses attended the Meeting.

Mr. K. Narayanasawmy Iyer, Editor of the Truth, took the Chair.

Resolution 1.—At the request of the assembled persons, the name of the Association was resolved to be changed from "The Bangalore Compositors' Association" to "The Bangalore Compositors, Binders and Printers' Association" with the assembled persons as members.

Resolution 2.—Next, the question of fees was discussed and it was resolved that the Admission fee be fixed at Rupee one per head and the monthly subscription at 8 annas for Compositors, Binders and Machine or Pressmen and at 4 annas for Ballers.

Resolution 3.—Then the members elected a President, a Secretary, 3 Assistant Secretaries, a Cashier and Committee members. It was resolved thst these do constit te the Committee of Management of the Association.

Resolution 4.—Next, the grievances of those employed in the Government Press were set forth and measures for their redress were discussed. It was resolved that the following further amendments (in addition to those already suggested at the meeting of the Association held on the 15th August 1920) were necessary ;—

(*a*) The present practice of cutting off the pay for Sundays and other general holidays should be given up and the employees should be paid for these holidays also.

Government Press Employees' Memorial to Government through the Superintendent, Government Printing, Bangalore.

Respected Sir,

We, the Compositors, Binders, Machine and Press-men, etc., beg to submit that we shall be under the painful necessity of staying away from work from the 6th October 1920 until and unless the following grievances of ours are duly redressed :—

OUR GRIEVANCES.

(1) The promises and hopes held out in the Government Memorandum have not been fulfilled.

(2) The Superintendent has been actively working for the destruction of the Association which the Members of our professions (both in Government employ and in Private Presses) have formed for our material improvement. The latest instance is the order of Superintendent : sking V. Ramaiya to resign his Secretaryship of the Association.

(3) The Superintendent has been giving us endless trouble by asking us for progress report, the preparation of which is the work of Section Holders to write and not of ours ; by dismissing a number of Compositors and by sending for many of us and lecturing to us in and out of season.

(4) No endorsement has been sent to the Association on the resolutions passed at its meetings and duly submitted to Government and no notice has been taken on complaints received by the Association and forwarded to Government.

REDRESS WANTED.

(1) The Memorandum should be given effect to fully.

(2) The Superintendent should not interfere with the Association and the requests made by the Association in its resolutions should be acceeded to.

(3) The Press should be placed under a more sympathetic and less annoying Officer than the present Superintendent.

We anxiously await the favourable orders of Government and we fervently hope that we shall be spared the pain of staying away from work

We hereto attach eight sheets of signature numbering 1 to 188 serially to the copy given to the Superintendent.

Bangalore,
5th October 1920.

Superintendent's Summary Dismissal Order.

All the employees who have signed and sent a Petition this morning to me for transmission to the Chief Secretary are dismissed hereby.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Superintendent, Government Printing.

Bangalore,
5th October 1920.

Superintendent's notice calling for new hands.

WANTED

Compositors (English and Kanarese), Machinemen and Binders for the Mysore Government Press, Bangalore.

Apply with testimonials to the Superintendent at once.

(Sd.) D. B. RAMACHANDRA MUDALIAR,
Superintendent, Government Printing.

Bangalore,
8th October 1920.

Application to Superintendent asking for September salaries.

Sir,

We the Compositors, Binders and Machinemen, etc, of the Government Printing Press most humbly request that our pay for September 1920 may kindly be caused to be disbursed to us early.

Bangalore,
16th October 1920.

Telegram to Chief Secretary.

Promised Disbursement Tuesday. Praying instructions directing Superintendent to disburse salaries immediately.

Bangalore, Press employees.
19th October 1920.

hourly wages of two annas six pies, two annas, one anna six pies and one anna per hour.

All strikers who do not return to work immediately will forfeit their appointments.

After this the press employees returned to work on the 3rd August 1920, the increases in the wages sanctioned to them generally ranging from 30 to 50 per cent, over their previous earnings while in a few cases they were even as much as 100 per cent. Subsequently, these employees would seem to have formed themselves into an association under the guidance and leadership of persons outside their department, in contravention of the standing orders of Government in regard to the formation of associations by Government servants, and in spite of the Superintendent's advice to form an association in the Government Press itself for their benefit, they approached Government through an unofficial channel for further concessions and redress of so-called grievances, some of which aimed at subverting official discipline besides being impracticable. Obviously such an attitude could not be tolerated by Government, and these representations not having come through the proper official channel, but having come as it were in defiance of the Superintendent, Government Printing, could not be taken any notice of. The men were also displaying an intolerance of ordinary discipline and refused to comply with rules for the enforcement of a certain standard of outturn for each class of worker, a necessary concomitant of a system of payment on an hour account. Meanwhile, without seeking redress—if further redress were really necessary - in a proper and constitutional manner a large number of employees in order to create embarassment to Government at the present time, when work is ordinarily heavy, and to coerce them to yielding to further concessions, addressed a petition on the 5th instant, asking for higher wages and demanding certain changes in the superior *personnel* of the Press, stating that if these demands were not complied with immediately they would strike work from the next day.

While the Government were and are prepared to listen to all reasonable representations and real grievances represented to them in a proper manner, they are not prepared to encourage the spirit of insubordination which has apparently grown up among the employees for some time past. Government, therefore, passed orders summarily dismissing all those employees who without regard to the serious inconvenience that Government would be put to under existing conditions, mischievously threatened to go on strike again. Following the lead of these strikers and apparently prompted by them, the other employees, numbering about 200 also struck work.

By Order,

Bangalore. (Sd.) C. S. BALASUNDARAM IYER,

19th Oct. 1920. *Chief Secy. to Government.*

Reply to Government Press Communique.

THE BANGALORE COMPOSITORS, BINDERS AND PRINTERS' ASSOCIATION.

V. Ramaiya, Secretary of the Association, Sunkalpet, Bangalore City, begs to issue the following in reply to the Government Press Communique No. P. B. 9—P. & S. 6-30, dated Camp Mysore, 19th October 1920.

The First Strike.

It is not a fact that the strike on the 6th July 1920 was begun without any notice. For three days immediately preceding, representations of grievances were made to the Superintendent and his Assistants and it was only when those just representations fell on deaf ears, the compositors went on strike in order to attract the attention of Government to the matter.

2. From the unsympathetic attitude of the Superintendent, they felt that no official communication would be forwarded to Government by that officer. And they were obliged to resort to the only course available in such circumstances—going on strike.

3. They came back to work on the publication of the Government Memorandum referred to in the *Communique* in the full hope that Memorandum would be given effect to in its entirety.

4. It is not a fact that the revision has entailed on Government an increase of 37 per cent over the previous figures. The calculation includes the wages for Sundays and other holidays when no work is done and for which no payments are actually made. It also includes wages for overtime work which ought not to be included in the calculation of payment for regular work. When the employees were made to work from 8 a.m., to 6-30 p.m., during the seven days in the week, it was quite natural to expect that wages would have been doubled. This state of affairs lasted only for a short time and cannot be claimed, therefore, that wages have permanently risen.

The Second Strike.

1. The way in which the Memorandum was being misapplied, the defects in the Memorandum itself and the additions and alterations prayed for by employees were embodied in the form of resolutions and were submitted to Government and communicated in the Public Print.

2. The formation of the general Association, which is of the nature of a Trade Guild, is not in any way objectionable and there is no standing order violated by the employees of the Government Press in joining such an Association. The Association was not formed by the employees of the Mysore Covernment Press though they became members of it. Government Order No. 137-190—E. A. G. 419-15-4, dated 14th July 1920, retating to Public Servants' Conduct Rules does not apply to this Association—a Trade Guild. The Superintendent, Government Printing, misunderstood and misapplied the above order when he called on the Secretary to resign that function. If the employees of the Government Press did not readily close in with the Superintendent's suggestion that they should form an Association in the Government Press itself, it was because they felt that there could be no proper representation of their grievances and claims through an official-ridden organization.

3. The work of the Government Press employees was increased for them by their being asked to maintain Progress Reports—a duty which has always devolved on the Section Holders who are paid solely for that work. The Superintendent would not *relieve* them of this *new burden.* Neither would he *work out* the Memorandum. His attitude has always been thoroughly unsympathetic and annoying. The employees were obliged, therefore, to request that they might be placed under a more sympathetic and less annoying officer.

4. The employees were obliged to state they would go on strike but they would *not have gone on strike if they had been promised an enquiry* by higher officers. They were surprised to find a *summary dismissal order* put up on the Notice Board *as a reply to their just representations.*

5. The serious inconvenience to Government under existing conditions has been caused by their *own order,* and not by the mere notice that the employees would go on strike. *The representations of 200 employees have availed nothing against the misrepresentations by a single unsympathetic and annoying officer.*

CONCLUSION.

1. The Government Press Employees who have been dismissed do not desire to mar the happiness of the Dasara season to His Highness their beloved Maharaja by pressing all these matters on His Highness' gracious consideration immediately.

2. They feel that they can have no redress through the regular official channel as it must always be vitiated by prejudiced and one-sided representations.

3. After the conclusion of the Dasara Festivites, they would

claim a regular enquiry by an independent committee when they would conclusively prove (*a*) that they have just causes for complaint, (*b*) that they have been treated most unsympathetically and worried by the Superintendent, (*c*) that the present situation has been caused not by the insubordination of the employees but by the over-bearing and unjust treatment accorded to them by the Superintendent and (*d*) that various reasons will be made known to bear out their request to be put under a more sympathetic and less annoying officer.

V. RAMAIYA,
Hon. Secretary.

Bangalore,
22nd October 1920.

Letter from Government confirming their Telegram.

No. P. B. 14.

ENDORSEMENT.

Granted to Ramaiya, 17 Sunkalpet, at Bangalore City.

With reference to his telegram dated, the 20th October 1920, regarding payment to the dismissed press employees, for the month of September, Ramaiya is hereby informed that he may apply to the Superintendent, Government Printing, Bangalore.

By Order,
(Sd.) B. T. KESAVIENGAR,
For *Chief Secretary to Government.*

Banaglore,
22th October 1920.

Navaratna & Sons, Bangalore City.

2. The formation of the general Association, which is of the nature of a Trade Guild, is not in any way objectionable and there is no standing order violated by the employees of the Government Press in joining such an Association. The Association was not formed by the employees of the Mysore Covernment Press though they became members of it. Government Order No. 137-190—E. A. G. 419-15-4, dated 14th July 1920, retating to Public Servants' Conduct Rules does not apply to this Association—a Trade Guild. The Superintendent, Government Printing, misunderstood and misapplied the above order when he called on the Secretary to resign that function. If the employees of the Government Press did not readily close in with the Superintendent's suggestion that they should form an Association in the Government Press itself, it was because they felt that there could be no proper representation of their grievances and claims through an official-ridden organization.

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V. RAMAIYA,
Hon. Secretary.

Bangalore,
22nd October 1920.

Letter from Government confirming their Telegram.

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By Order,
(Sd.) B. T. KESAVIENGAR,
For *Chief Secretary to Government.*

Banaglore,
24th October 1920.

Navaratna & Sons, Bangalore City.

From

Secretary to the Government of
His Highness the Maharaja of Mysore.

To

The Comptroller to the
Government. of Mysore

Dated . . . . .

Despatched.

Received . . .

General No.

No.

Enclosure No.

==========

Has the honor to forward herewith, for audit, duly countersigned, the detailed contingent bill of the office of the Deputy Commissioner, ...District, for the month ...., under the head

.....

By Order,

CONFIDENTIAL

Office of the Superintendent,
Govt. Printing,
Dated, Bangalore 17th November 1920

79

D.B.Ramachendra Mudliar, Esquire,

Superintendent Government Printing,

Bangalore.

TO

C.S.Balasundaram Iyer, Esquire, B.A.,

Chief Secretary to the Government of H.H. the

Maharaja of Mysore, Bangalore.

SIR,

In continuation of my letter No.500, dated the 25th October 1920, regarding the strike at the Government Press, I beg to report that I am daily receiving petitions from some of the strikers to take them back to work. As these are not the ring-leaders and are men misled by interested parties, and as further they express contrition for their conduct, I beg permission to re-employ such men as they (typed) approach me.

When any of the ring-leaders apply to me, I shall submit their cases for the orders of Government.

Two such petitions received today are submitted herewith I have the honor to be,

S I R,

Your most obedient servant,

D.B.Ramachendra Mudliar

Superintendent,
Govt. Printing.

STRICTLY CONFIDENTIAL.

C 13730 & 20/11/20

To

The Superintendent,
Government Printing.

Sir,

With reference to your letter dated the 17th November 1920 regarding the re-entertainment of ~~the~~ Some of recent strikers in the Govt. Press, I am directed to state that the ~~strikers~~ men who wish to rejoin duty may be taken back.

2. If you feel any doubt in the matter of reemploying any particular ~~strikers~~ men, ~~the case~~ you may ~~be submitted to~~ address Govt for orders with your opinion thereon.

I have, etc.,

C88 20/11/20

Chief Secretary to Govt.

5/11046 07 4/12/20
P&S 6-20-31

PRESS COMMUNIQUE.

In a Press Communique issued on the 19th October 1920 the Government have explained at length how in spite of the liberal concessions sanctioned by them in July last a large number of employees of the Press were misled into the false position of submitting to Government a petition on the 5th October evincing a spirit of insubordination and calculated to create embarrassment at a time when the work is ordinarily heavy. The dismissal of the signatories numbering about 188 was thus forced on Government in spite of the fact they were and are prepared to listen to all reasonable representations and real grievances placed before them in a proper manner.

There are now indications to show that the men out of work are repenting their action and are desirous of re-employment. Some petitions to this effec have of late been received. The Government do not desire to be unduly harsh on their late employees and are prepared to consider the cases of such applicants on their individual merits. They desire therefore to let it be known that individual applications for readmission to employment will be favourably considered as far as possible, subject to the following conditions.-

(1) That the applicant resigned his membership on the Bangalore Compositors, Binders and Printers Association.

(2) That he will be treated as commencing service anew

(3) That the question of counting his previous service will depend entirely on his future good conduct.

Government, however, consider that some organization is necessary in order that a spirit of co-operation may be gradually created among the different kinds of workers and the supervising staff and the conditions under which workers labour may be more generally understood. Government, therefore, propose to issue orders for the establishment of a Works Committee in the Government Press on the lines approved by the Government of India in their order dated the 15th July 1920.

Proceedings of the Government of His Highness the Maharaja of Mysore.

READ

1. Letter No.491-C.B., dated 5th October 1920 to the Superintendent, Government Printing, directing the dismissal of the employees of the Government Press who presented a petition displaying a gross insubordination on that day.

2. Letter No.500, dated Camp Mysore 25th October 1920 from the Superintendent, Government Printing, in regard to the arrangements made for getting through printing work during the Dasara season and requesting that he may be authorised to employ 50 literate men on a pay of Rs.20 p.m. exclusive of allowances for training as compositors in the press for a period of six months.

Letter dated 17th November 1920 from the same officer submitting the petitions of some of the dismissed employees of the Government Press addressed to him, expressing contrition for their conduct and requesting to be re-employed.

ORDER No G11047 8 / PHS 20-32 Dated 4/12/20

Government are pleased to direct that such of the dismissed employees and men on strike as apply individually for re-employment may be re-admitted by the Superintendent at his discretion subject to the following conditions:

1. That they have resigned membership of the Bangalore Compositors, Binders and Printers Association;

2. That they will be treated as commencing service anew;

3. That the question of counting their pre-

previous service will depend entirely on their future good conduct.

The Superintendent will submit ~~all~~ cases in which he feels ~~any~~ a doubt for the orders of Government before rejecting ~~the~~ such application ~~of any individual.~~

2. The Superintendent is also authorised to employ 20 literate men on salaries not exceeding Rs.25 inclusive of allowances for training as compositors, binders or machinemen, for a period of six months, the men being transferred to the piece-work establishment at the end of that period on the minimum salary on which they are entertained and eventually promoted to the "Hour account" classes.

3. Government direct also that ~~with a view~~ to provide a channel for the articulation of all grievances of the employees, to facilitate the prompt removal of misconceptions and to assure the redress of real grievances, an organisation on the lines of the Works Committee sanctioned by the Government of India for the presses should be brought into existence in the Government Press, Bangalore to start with. As this is a new organisation it is necessary to afford special help and guidance to the Superintendent ~~Government Printing~~ in the early stages of its formation. The Under Secretary, Efficiency Audit Branch will accordingly be instructed to afford the necessary help, taking instructions from Government personally on all doubtful and delicate points.